

McLean County Unit District No. 5 Board of Education Regular Meeting Agenda

Wednesday, July 16, 2025

Public Session - 6:30pm (Sign up for public comments will be open from 5:15pm - 6:15pm)

Normal West High School

501 N Parkside Rd

Normal, IL 61761

1. CALL TO ORDER AND ROLL CALL

2. ADJOURN TO CLOSED SESSION(6:00p.m.)

Recommended motion: Move to adjourn to closed session to discuss the following matter according to the exceptions provided in the Open Meetings Act and specified as follows:

•2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity and

•2(c)(11) Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

3. RECESS

4. RETURN TO PUBLIC SESSION

5. PLEDGE OF ALLEGIANCE

6. FOCUS ON STUDENTS AND GOOD NEWS REPORTS

A Good News - Bloomington Career Academy Skills USA

7. SUPERINTENDENT COMMENTS

8. PUBLIC COMMENTS

9. REPORTS

A Requests for Information Pursuant to the Illinois Freedom of Information Act
The District has received and processed the following requests for information:

3

B Field Trips/Overnight Trips

4

10. ACTION

A Approve School Bus Purchase

5

B Approve Purchase of Gym Floor Materials and Installation at Parkside Junior High School From Cushings' Commercial Carpet, Inc., Utilizing Sourcewell Contract Number 031022-GER

6

11. CONSENT AGENDA

A Approval of Minutes

Minutes are not released for public viewing until approved by the Board of Education

1 06.18.25 Regular Minutes

2 06.18.25 Closed Minutes

3 07.09.25 Special Session Regular Minutes

4 07.09.25 Closed Minutes

B Personnel Matters

7

C Payment of Bills and Payrolls

1 Bills & Payroll Reports

10

D Approve Finance Department Reports

1 May 2025 Financial Statements

45

E Approve Board Policies, Administrative Procedures, and Exhibits

1 Section 4: Operational Services

a. Policy 4.15 Identity Protection

48

2 Section 5: Personnel

a. Policy 5.10 Equal Employment Opportunity	50
b. Policy 5.20 Workplace Harassment Prohibited	53
c. Policy 5.60 Expenses	57
3 Section 7: Students	
a. Policy 7.10 Equal Educational Opportunities	61
b. Policy 7.180 Prevention of and Response to Bullying, Intimidation, and Harassment	63
c. Policy 7.20 Harassment of Students Prohibited	69
d. Policy 7.185 Teen Dating Violence Prohibited	73
e. Policy 7.200 Suspension Procedures	75
f. Policy 7.210 Expulsion Procedures	78
F Approve Dust Mop Bid for 2025-2028	80
G Appoint M. Curt Richardson as Expulsion Hearing and Suspension Review Officer for the District for 2025-2026 School Year	84
H Approve Resolution of the Board of Education Community Unit School District No. 5, McLean and Woodford Counties, Illinois Authorizing Interfund Loans From Fund Reserves to Other Funds	88
I Approve Resolution of the Board of Education Community Unit School District No. 5, McLean and Woodford Counties, Illinois Authorizing Interfund Loans From Working Cash Fund to Other Funds	89
J Resolution of the Board of Education of Community Unit School District No. 5, McLean and Woodford Counties, Illinois, Determining Need for Sidewalk, Playground, Parking Lot, or School Bus Turnaround Repairs Pursuant to 105 ILCS 5/17-2.11(e)	90
K Approve Agreement for Certified Athletic Trainer Services between OSF Multi-Specialty Group and McLean County Unit District No. 5	91
L Approve Schedule B Adjustments	101
M Approve 25-26 School Improvement Plans	102
N Student Activity Fund Establishments	143
O Student Activity Fund Dissolutions	145
12. BOARD REPRESENTATIVE COMMITTEE MEETING REPORTS, ANNOUNCEMENTS AND COMMENTS	
13. ADJOURNMENT	

**Requests for Information Pursuant to the Illinois Freedom of Information Act
The District has received and processed the following requests for information:**

1. Kyrie Reitz - Mackinac Center for Public Policy, responded 07.09.2025

Overnight Trip Requests

School	Location	Event	Start Date of Event	End Date of Event	Students/Grades/Groups Participating	Organizer
NCWHS	Los Angeles, CA	LA Sound of Summer Music Festival	6/12/2026 or 6/13/2026	6/16/2026 or 6/17/2026	Students from the Wind Symphony and Wind Ensemble (bands)	Ryan Budzinski
NCHS/NCWHS	Peoria, IL	IL Music Conference/Ensemble	1/29/2026	1/31/2026	HS Music All-State Musicians	Ryan Budzinski
NCHS/NCWHS	Des Moines. IA	Bands of America Iowa Regional Championships	10/3/2025	10/5/2025	Unit 5/Normal Marching Band	Ryan Budzinski



McLean County Unit District No. 5

1809 West Hovey Avenue
Normal, IL 61761-4339

To: Board of Education
From: Martin Hickman, CFO and Joe Adelman, Executive Director of Operations
CC: Dr. Kristen Kendrick-Weikle, Superintendent
Date: 07/16/2025
Re: School Bus Purchase

Recommendation

We recommend approving the purchase of 13 pre-owned school buses from Central State Bus Sales, Inc. for a total cost of \$1,415,300. This includes 8 standard 71-passenger buses and 5 preowned wheelchair lift-equipped buses. These 13 pre-owned buses are critical for immediately addressing our current shortage and operational challenges.

Funding

Due to the continued proration of state-mandated transportation reimbursement, which has created a structural deficit in the transportation fund, we will need to utilize working cash funds to make this purchase.

Current Fleet

Our current fleet consists of 142 buses to cover 137 routes. Ideally, we should have a 10% surplus of vehicles to ensure smooth operations and account for maintenance needs. Currently, eight of our buses are out of service due to severe engine issues, causing us to borrow buses from other First Student locations.

We've recently received two of the new electric buses with the remaining three expected next week. Administration also plans to recommend the purchase of additional new buses through the bidding process later this year.



McLean County Unit District No. 5

1809 West Hovey Avenue
Normal, IL 61761-4339

To: Board of Education
From: Martin Hickman, CFO and Joe Adelman, Executive Director of Operations
CC: Dr. Kristen Kendrick-Weikle, Superintendent
Date: 07/16/2025
Re: Parkside Junior High School Gymnasium Floor

Recommendation

Approve the purchase and installation of a new gymnasium floor for the Parkside Junior High School (PJHS) from Cushings' Commercial Carpet, Inc., utilizing Sourcewell Contract Number 031022-GER. The estimated cost is \$129,460.

Funding

The PJHS gym floor was extensively damaged by a water fountain malfunction in late April, which released approximately 72,000 gallons of water. Blue Sky Restoration was contracted in an attempt to remove the moisture and salvage the wood flooring. Unfortunately, after several weeks it was determined that the flooring could not be saved.

A claim was filed with the district's insurance company (SSCIP) and the cost to replace the gym floor is covered by insurance, minus the \$2,500 deductible.

Personnel Matters - 07/16/2025

New Hires

Administrators

Homebase	First Name	Last Name	Position	FTE	Effective
Hoose	Abigail	Peterson Green	Hoose/Prairieland Assistant Principal	1.0	8/4/2025
Oakdale	Kari	Wuthrich	Oakdale Assistant Principal	1.0	8/4/2025
Unit Office	Sara	Porter	Special Education Administrator	1.0	8/4/2025

Certified

Homebase	First Name	Last Name	Position	Salary Placement: Lane / Step	FTE	Effective
Cedar Ridge	Noah	Schofield	Certified Teacher - Elementary	B+0 Step 2	1.0	8/18/2025
CJHS	Maria	Cardone	Certified Teacher - ESL	B+0 Step 2	1.0	8/18/2025
CJHS	Neida	Rios	Certified School Counselor	M+0 Step 3	1.0	8/18/2025
Glenn	Megan	Harris	Certified Teacher (Special Education) - LBS1	M+0 Step 18	1.0	8/18/2025
NCHS	Katherine	Gerber	Certified Teacher (Special Education) - LBS1	B+0 Step 9	1.0	8/18/2025
NCHS	Jennifer	Earing	Certified Teacher - High School	M+48 step 9	1.0	8/18/2025
NCHS	Madison	Bromfield	Certified Teacher - Special Education (LBS1)	B+0 Step 2	1.0	8/18/2025
Towanda	Zarina	Plath	Certified Teacher - Elementary	M+0 step 11	1.0	8/18/2025
						7

Educational Support Personnel

Homebase	First Name	Last Name	Position	Salary Placement	FTE	Effective
Benjamin	Melissa	Hawkey	Paraprofessional - Regular Education	Step 4	1.0	8/18/2025
Benjamin	Jack	Mandra	Paraprofessional - Regular Education	Step 3	1.0	8/18/2025
Cedar Ridge	Ashton	Corbly	Paraprofessional - Special Education	Step 2	1.0	8/18/2025
CJHS	Soumi	Saha	Paraprofessional - Special Education	Step 4	1.0	8/18/2025
Hoose	Robert	Schumacher	Paraprofessional - Special Education	Step 4	1.0	8/18/2025
Hoose	Zoey	Honeycutt	Paraprofessional - Special Education	Step 2	1.0	8/18/2025
NCHS	Jamie	Riddle	Administrative Assistant - EOP - 12 Months	Step 6	1.0	6/16/2025
NCWHS	Jennifer	Kerber	Paraprofessional - Special Education	Step 3	1.0	8/18/2025
NCWHS	Troy	Zelevnik	Safety Monitor		1.0	8/18/2025
NCWHS	Nicole	Gould	Safety Monitor		1.0	8/18/2025
Pepper Ridge	Gelsey	Sanchez	Paraprofessional - Special Education	Step 2	1.0	8/18/2025
Pepper Ridge	Amy	Jurich	Paraprofessional - Special Education	Step 4	1.0	8/18/2025
PJHS	Samantha	Punke	Paraprofessional - Special Education	Step 3	1.0	8/18/2025
PJHS	Shannon	Guy	Paraprofessional - Special Education	Step 3	1.0	8/18/2025
PJHS	Christopher	Mitchell	Paraprofessional - Special Education	Step 2	1.0	07/24/2025
Unit Office	Froylan	Racey	Technology		1.0	07/24/2025

*All new hires are replacements for current positions unless otherwise noted above.

Resignations/Retirements/Releases/Terminations

Administrators

Homebase	First Name	Last Name	Position	Action	Effective

Certified

Homebase	First Name	Last Name	Position	Action	Effective
Cedar Ridge	Pei-Ni	Causarano	Certified Teacher	Resignation	5/27/2025

Educational Support Personnel

Homebase	First Name	Last Name	Position	Action	Effective
Fairview	Joseph	Pulliam	Custodian	Retirement	5/29/2026
Fox Creek	Michael	McFarlane	Custodian	Retirement	10/3/2025
Pepper Ridge	Kristi	Wilson	Custodian	Retirement	9/30/2025
Sugar Creek	Robert	Hoesly	Custodian	Retirement	12/19/2025
NCHS	Luz	Diaz Hildago	Food Service	Resignation	6/25/2025
NCHS	Beth	Brennan	Administrative Assistant/EOP	Resignation	8/7/2025

Contract Revisions

Certified

Homebase	First Name	Last Name	Position	Previous Placement	Revision	Effective

Educational Support Personnel

Homebase	First Name	Last Name	Position	Previous Placement	Revision	Effective
CJHS	Zoe	Adams	Administrative Assistant / EOP - 10 month	Administrative Assistant / EOP - 9.5 month		8/18/2025

Leave Requests

Certified

Homebase	First Name	Last Name	Position	Leave Requested	Effective
Sugar Creek	Emily	Haubner	Teacher - Grade 3	Parental Leave (1st Year)	2025-26

Educational Support Personnel

Homebase	First Name	Last Name	Position	Leave Requested	Effective

Schedule B

Homebase	First Name	Last Name	Revision			Effective
NCHS	Jasmine	Byrd	ADD - HS Competitive Cheer Coach			7/3/2025

Information Only Changes

Homebase	First Name	Last Name	Position	Change		Effective
Brigham	Michelle	Herbert	Paraprofessional - Special Education	Hoose		8/18/2025
CJHS	Emily	Stevens	Long Term Substitute	Leave from Paraprofessional - Special Education		8/18/2025
NCWHS	Adrienne	McFayden	Certified Teacher - High School	PJHS		8/18/2025

New Substitutes

Substitute Type	First Name	Last Name				
Substitute Custodian	Chenzo	Cottone				
Substitute Custodian	Alex	Ince				
Substitute Custodian	Faith	Keagle				
Substitute Custodian	Austin	Proctor				
Substitute Custodian	Nathan	Witzig				
Substitute Teacher	James	Rodgers				

MCLEAN COUNTY UNIT DISTRICT NO. 5
Authorization for Payment of Bills and Payrolls
June 19, 2025 through July 16, 2025

SUMMARY OF BILLS & PAYROLLS BY FUND

Fund	¹ Prepaid Bills	² Bills To Be Paid	³ Payrolls	Total
07 Flexible Benefit Plan Trust Fund	32,030.63	0.00	0.00	32,030.63
08 Unit 5 Self-Funded Insurance	1,501,401.53	0.00	0.00	1,501,401.53
10 Educational	798,063.93	714,221.13	10,881,580.39	12,393,865.45
20 Operations & Maintenance	677,115.63	97,727.95	703,554.34	1,478,397.92
30 Debt Service	1,927,904.08	5,532.00	0.00	1,933,436.08
40 Transportation	2,169,024.89	1,925.57	22,799.11	2,193,749.57
50 Social Security	0.00	0.00	283,660.66	283,660.66
51 IMRF	0.00	0.00	177,523.63	177,523.63
60 Capital Projects	0.00	0.00	0.00	0.00
70 Working Cash	0.00	0.00	0.00	0.00
80 Tort Immunity	617,699.11	38,351.26	34,646.14	690,696.51
90 Life Safety	1,153,019.66	0.00	0.00	1,153,019.66
99 Student Activity Funds ⁴	146,257.66	0.00	0.00	146,257.66
Grand Total	\$9,022,517.12	\$857,757.91	\$12,103,764.27	\$21,984,039.30

¹ For funds 8 through 90, these bills were paid on and between 6/19/25 and 7/15/25. Please see the "Vendor Bill Listing - PREPAID" report for details.

² These bills have not been paid yet. Please see the "Vendor Bill Listing - TO BE PAID" report for details.

³ Please see the "Payroll Fund Totals" report for details.

⁴ These bills will always be listed as "prepaid" and include bills paid on the date of the last Board meeting. This is to ensure that all payments are captured for reporting purposes. For this report, these bills were paid on and between 6/18/25 and 7/15/25. Please see the Student Activity Funds section of the "Vendor Bill Listing - PREPAID" and the "Vendor Bill Listing - PREPAID - SA" report for details. The Student Activity Funds totals on these reports will equal the Student Activity Funds total on this summary.

ATTEST:

I certify that the Board of Education has reviewed and authorized the payment of bills and payrolls in the amount of \$21,984,039.30.

 Alex Williams, President, Board of Education

 Date

 Mark Adams, Secretary, Board of Education

 Date

CUSD No. 5, McLean and Woodford Counties, Illinois

Payroll Fund Totals

Fiscal Year: 2024-2025

Pay Cycle:	Pay Period:	Start Date:	End Date:	Pay Date:
Certified - Semi	24	06/01/2025	06/15/2025	06/30/2025
Certified - Semi	24.1	06/01/2025	06/15/2025	06/30/2025
Certified - Semi	25	06/16/2025	06/30/2025	07/15/2025
Certified - Semi	25.1	06/16/2025	06/30/2025	07/15/2025
Certified - Semi	25.2	06/16/2025	06/30/2025	07/15/2025
Certified - Semi	25.3	06/16/2025	06/30/2025	07/15/2025
Certified - Semi	25.4	06/16/2025	06/30/2025	07/15/2025
Classified - Semi	24	06/01/2025	06/15/2025	06/30/2025
Classified - Semi	24.1	06/01/2025	06/15/2025	06/30/2025
Classified - Semi	25	06/16/2025	06/30/2025	07/15/2025
Classified - Semi	25.1	06/16/2025	06/30/2025	07/15/2025
Classified - Semi	25.2	06/16/2025	06/30/2025	07/15/2025
Classified - Semi	25.3	06/16/2025	06/30/2025	07/15/2025

FUND	GROSS	FICA	RETIREMENT	BENEFITS	TOTALS
Certified - Semi - Period Number: 24					
10	3,624,549.91	0.00	218,760.11	442,625.50	4,285,935.52
50	0.00	50,120.31	0.00	0.00	50,120.31
80	4,260.51	0.00	502.42	637.50	5,400.43
Period Total:	\$3,628,810.42	\$50,120.31	\$219,262.53	\$443,263.00	\$4,341,456.26

Certified - Semi - Period Number: 25					
10	3,191,173.96	0.00	175,347.83	421,390.00	3,787,911.79
50	0.00	43,871.43	0.00	0.00	43,871.43
Period Total:	\$3,191,173.96	\$43,871.43	\$175,347.83	\$421,390.00	\$3,831,783.22

Classified - Semi - Period Number: 24					
10	990,954.78	0.00	2,341.42	245,646.59	1,238,942.79
20	294,156.83	0.00	1,086.62	46,337.41	341,580.86
40	9,325.23	0.00	0.00	2,295.00	11,620.23
50	0.00	94,322.98	0.00	0.00	94,322.98
51	0.00	0.00	90,737.49	0.00	90,737.49
80	7,791.59	0.00	378.92	1,479.50	9,650.01
Period Total:	\$1,302,228.43	\$94,322.98	\$94,544.45	\$295,758.50	\$1,786,854.36

Classified - Semi - Period Number: 25					
10	658,641.56	0.00	0.00	215,730.00	874,371.56
40	5,280.36	0.00	0.00	1,912.50	7,192.86
50	0.00	48,019.12	0.00	0.00	48,019.12
51	0.00	0.00	47,623.79	0.00	47,623.79
Period Total:	\$663,921.92	\$48,019.12	\$47,623.79	\$217,642.50	\$977,207.33

Certified - Semi - Period Number: 25.1					
10	178,732.69	0.00	22,954.47	0.00	201,687.16
50	0.00	2,596.72	0.00	0.00	2,596.72
Period Total:	\$178,732.69	\$2,596.72	\$22,954.47	\$0.00	\$204,283.88

Certified - Semi - Period Number: 24.1					
10	128.00	0.00	0.00	0.00	128.00

FUND	GROSS	FICA	RETIREMENT	BENEFITS	TOTALS
50	0.00	9.80	0.00	0.00	9.80
Period Total:	\$128.00	\$9.80	\$0.00	\$0.00	\$137.80

Classified - Semi - Period Number: 25.1

10	92,073.30	0.00	0.00	0.00	92,073.30
20	44,652.69	0.00	0.00	0.00	44,652.69
40	321.39	0.00	0.00	0.00	321.39
50	0.00	10,487.26	0.00	0.00	10,487.26
51	0.00	0.00	6,922.53	0.00	6,922.53
Period Total:	\$137,047.38	\$10,487.26	\$6,922.53	\$0.00	\$154,457.17

Classified - Semi - Period Number: 24.1

10	3,342.70	0.00	0.00	0.00	3,342.70
50	0.00	255.71	0.00	0.00	255.71
Period Total:	\$3,342.70	\$255.71	\$0.00	\$0.00	\$3,598.41

Certified - Semi - Period Number: 25.2

10	17,510.49	0.00	927.13	0.00	18,437.62
50	0.00	254.22	0.00	0.00	254.22
Period Total:	\$17,510.49	\$254.22	\$927.13	\$0.00	\$18,691.84

Certified - Semi - Period Number: 25.3

10	1,356.60	0.00	66.78	0.00	1,423.38
50	0.00	19.70	0.00	0.00	19.70
Period Total:	\$1,356.60	\$19.70	\$66.78	\$0.00	\$1,443.08

Classified - Semi - Period Number: 25.2

10	2,416.30	0.00	0.00	0.00	2,416.30
20	114.84	0.00	0.00	0.00	114.84
50	0.00	193.64	0.00	0.00	193.64
51	0.00	0.00	8.35	0.00	8.35
Period Total:	\$2,531.14	\$193.64	\$8.35	\$0.00	\$2,733.13

Classified - Semi - Period Number: 25.3

20	1,280.00	0.00	0.00	0.00	1,280.00
50	0.00	98.14	0.00	0.00	98.14
Period Total:	\$1,280.00	\$98.14	\$0.00	\$0.00	\$1,378.14

Certified - Semi - Period Number: 25.4

10	504.13	0.00	78.82	0.00	582.95
50	0.00	7.39	0.00	0.00	7.39
Period Total:	\$504.13	\$7.39	\$78.82	\$0.00	\$590.34

Grand Totals:	\$9,128,567.86	\$250,256.42	\$567,736.68	\$1,378,054.00	\$11,324,614.96
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End of Report

CUSD No. 5, McLean and Woodford Counties, Illinois

Payroll Fund Totals

Fiscal Year: 2025-2026

Pay Cycle: Pay Period: Start Date: End Date: Pay Date:

Certified - Semi	1	07/01/2025	07/01/2025	07/15/2025
Classified - Semi	1	07/01/2025	07/01/2025	07/15/2025

FUND	GROSS	FICA	RETIREMENT	BENEFITS	TOTALS
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Classified - Semi - Period Number: 1

10	148,444.95	0.00	2,808.17	28,331.50	179,584.62
20	267,642.00	0.00	1,013.95	47,270.00	315,925.95
40	3,262.13	0.00	0.00	402.50	3,664.63
50	0.00	31,177.86	0.00	0.00	31,177.86
51	0.00	0.00	32,231.47	0.00	32,231.47
80	11,383.34	0.00	550.52	1,987.00	13,920.86
Period Total:	\$430,732.42	\$31,177.86	\$36,604.11	\$77,991.00	\$576,505.39

Certified - Semi - Period Number: 1

10	153,867.02	0.00	17,957.68	22,918.00	194,742.70
50	0.00	2,226.38	0.00	0.00	2,226.38
80	4,439.17	0.00	528.17	707.50	5,674.84
Period Total:	\$158,306.19	\$2,226.38	\$18,485.85	\$23,625.50	\$202,643.92

Grand Totals:	\$589,038.61	\$33,404.24	\$55,089.96	\$101,616.50	\$779,149.31
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End of Report

Expenditure Summary Report

From Date: 6/18/2025
To Date: 6/18/2025

Vendor	Invoice	PO No.	Check No.	Check Date	Amount
ANDERSON, MARY E	SB Camp Refund 19	(blank)	49105	6/18/2025	60.00
ANDERSON, MARY E Total					60.00
BAKER, MELANIE	Camp Refund 5	(blank)	49106	6/18/2025	60.00
BAKER, MELANIE Total					60.00
BLONO PIZZA COMPANY	2313	(blank)	49107	6/18/2025	163.20
BLONO PIZZA COMPANY Total					163.20
BOVENKERK, BRADLEY ALAN	Baseball State pics	(blank)	49620	6/18/2025	46.08
BOVENKERK, BRADLEY ALAN Total					46.08
BSN SPORTS	928968355	(blank)	49621	6/18/2025	764.76
BSN SPORTS Total					764.76
CARROLL, ALYCIA	SB Camp Refund 2	(blank)	49108	6/18/2025	120.00
CARROLL, ALYCIA Total					120.00
CASEY'S GARDEN CENTER	627076	(blank)	49109	6/18/2025	40.00
CASEY'S GARDEN CENTER Total					40.00
CICCIU, TERESA	SB Camp Refund 3	(blank)	49110	6/18/2025	60.00
CICCIU, TERESA Total					60.00
COLLINSVILLE COMMUNITY UNIT 10 SCHL DIST	Track Invite	(blank)	49622	6/18/2025	210.00
COLLINSVILLE COMMUNITY UNIT 10 SCHL DIST Total					210.00
DOBSON, ERIN	Camp Refund 6	(blank)	49111	6/18/2025	60.00
DOBSON, ERIN Total					60.00
FITZGERALD, KATIE	SB Camp Refund 20	(blank)	49112	6/18/2025	60.00
FITZGERALD, KATIE Total					60.00
FRYE, KAREN	SB Camp Refund 4	(blank)	49113	6/18/2025	60.00
FRYE, KAREN Total					60.00
GOTSCHALL, HEATHER L	Choreo Hotel	(blank)	49623	6/18/2025	375.19
GOTSCHALL, HEATHER L Total					375.19
HAFERMANN, EDUARD P	Coaches Meal	(blank)	49114	6/18/2025	22.87
HAFERMANN, EDUARD P Total					22.87
HOSPELHORN, ASHLEY	SB Camp Refund 5	(blank)	49115	6/18/2025	120.00
HOSPELHORN, ASHLEY Total					120.00
HUTCHCRAFT, CHANTEE	SB Camp Refund 11	(blank)	49116	6/18/2025	60.00
HUTCHCRAFT, CHANTEE Total					60.00
JAEGER, MATT	SB Camp Refund 21	(blank)	49117	6/18/2025	60.00
JAEGER, MATT Total					60.00
JOBE, HEATHER	SB Camp Refund 12	(blank)	49118	6/18/2025	60.00
JOBE, HEATHER Total					60.00
KEARFOTT, NICOLAS	Baseball	(blank)	49624	6/18/2025	306.96
	Twitter Verification	(blank)	49624	6/18/2025	114.99
KEARFOTT, NICOLAS Total					421.95
KELLY, JENNIFER LYNN	food/artwork	(blank)	49625	6/18/2025	132.68

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KELLY, JENNIFER LYNN Total					132.68
LANGE, MEGHAN	SB Camp Refund 13	(blank)	49119	6/18/2025	-
LANGE, MEGHAN Total					-
LARSON, DEIDRE	SB Camp Refund 6	(blank)	49120	6/18/2025	60.00
LARSON, DEIDRE Total					60.00
LESTER, AMANDA	SB Camp Refund 14	(blank)	49121	6/18/2025	60.00
LESTER, AMANDA Total					60.00
MENARDS LUMBER	59985 (blank)		49122	6/18/2025	60.50
	64140 (blank)		49122	6/18/2025	72.80
MENARDS LUMBER Total					133.30
MENKE, MELISSA	SB Camp Refund 7	(blank)	49123	6/18/2025	120.00
MENKE, MELISSA Total					120.00
MEYER, CHRISTINE	Camp Refund 6	(blank)	49124	6/18/2025	60.00
MEYER, CHRISTINE Total					60.00
MONICAL, MYRIAH	SB Camp Refund 9	(blank)	49125	6/18/2025	60.00
MONICAL, MYRIAH Total					60.00
NAEGER, AMY	SB Camp Refund 8	(blank)	49126	6/18/2025	60.00
NAEGER, AMY Total					60.00
NEBGEN, BRENDA	SB Camp Refund 15	(blank)	49127	6/18/2025	60.00
NEBGEN, BRENDA Total					60.00
NESVACIL, KRISTEN	Camp Refund 7	(blank)	49128	6/18/2025	60.00
NESVACIL, KRISTEN Total					60.00
OSTLING, COREY MATTHEW	Batavia Hotel	(blank)	49129	6/18/2025	1,505.30
	Camp Shootout Snacks	(blank)	49129	6/18/2025	180.23
OSTLING, COREY MATTHEW Total					1,685.53
OTTO, STEPHANIE	SB Camp Refund 16	(blank)	49130	6/18/2025	60.00
OTTO, STEPHANIE Total					60.00
PELO, ERIKA	SB Camp Refund 1	(blank)	49131	6/18/2025	120.00
PELO, ERIKA Total					120.00
POKARNEY, CARI	Camp Refund 7	(blank)	49132	6/18/2025	60.00
POKARNEY, CARI Total					60.00
READ'S SPORTING GOODS	B4166	(blank)	49626	6/18/2025	684.75
READ'S SPORTING GOODS Total					684.75
RIISBERG, NEIL	SB Camp Refund 17	(blank)	49133	6/18/2025	60.00
RIISBERG, NEIL Total					60.00
SANCHEZ, RICARDO	Quad City Camp	(blank)	49134	6/18/2025	870.00
SANCHEZ, RICARDO Total					870.00
SELECT SCREEN PRINTS	63874 (blank)		49135	6/18/2025	384.00
	65493 (blank)		49135	6/18/2025	284.00
	65704 (blank)		49135	6/18/2025	268.00
	11506 (blank)		49627	6/18/2025	424.00

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SELECT SCREEN PRINTS Total					1,360.00
SHIPLEY, STACIE	Camp Refund VB	(blank)	49136	6/18/2025	60.00
SHIPLEY, STACIE Total					60.00
SOLBERG, KEELY	SB Camp Refund 18	(blank)	49137	6/18/2025	60.00
SOLBERG, KEELY Total					60.00
STEADMAN, MARK	Various items	(blank)	49628	6/18/2025	1,962.48
STEADMAN, MARK Total					1,962.48
VOGELSANG, KIM	Camp Refund 8	(blank)	49138	6/18/2025	60.00
VOGELSANG, KIM Total					60.00
WILLIAMS, ASHLEY	SB Camp Refund 10	(blank)	49139	6/18/2025	60.00
WILLIAMS, ASHLEY Total					60.00
Grand Total					10,732.79

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Fund	Amount
99	10,732.79
Grand Total	10,732.79

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3D WONDERS LLC	10076 (blank)		266244	7/11/2025	3,879.00
		260080001	266180	7/2/2025	-
3D WONDERS LLC Total					3,879.00
A & M PRODUCTS	45826 (blank)		49642	7/8/2025	45.00
A & M PRODUCTS Total					45.00
A B HATCHERY	5754	2506712	266142	6/30/2025	152.85
	5737	2506712	266142	6/30/2025	148.92
	5719	2506712	266142	6/30/2025	84.98
A B HATCHERY Total					386.75
A DRAIN DOCTOR	10479	2506665	266143	6/30/2025	197.50
A DRAIN DOCTOR Total					197.50
ADVANCE AUTO PARTS	6.25352E+12	2500208	266085	6/25/2025	9.74
	6.25352E+12	2500224	266085	6/25/2025	36.54
	6.25352E+12	2500208	266085	6/25/2025	32.73
	6.25352E+12	2500208	266085	6/25/2025	116.62
	6.25352E+12	2500224	266085	6/25/2025	47.72
	6.25352E+12	2500224	266085	6/25/2025	63.17
	6.25352E+12	2500224	266085	6/25/2025	50.49
	6.25352E+12	2500224	266085	6/25/2025	95.44
ADVANCE AUTO PARTS Total					452.45
ALL IN GEAR	1484	263520006	266181	7/2/2025	1,050.00
ALL IN GEAR Total					1,050.00
ALL SMALL ENGINES N MORE	7560	2506721	266144	6/30/2025	396.00
	7179	2506721	266144	6/30/2025	198.00
ALL SMALL ENGINES N MORE Total					594.00
AMAZON CAPITAL SERVICES	1L61-VWHN-RYWW	2506380	266145	6/30/2025	26.74
	1MXR-1J6M-6161	2506583	266086	6/25/2025	64.98
	19GH-CRHX-DG9C	(blank)	266086	6/25/2025	(110.19)
	1DH6-C6RV-YFWP	(blank)	266086	6/25/2025	(110.19)
	13LR-DJMM-TCWM	(blank)	266086	6/25/2025	(32.52)
	1MMW-KNDV-KGDC	(blank)	266086	6/25/2025	(14.38)
	1RV1-Q3TF-HXXJ	(blank)	266086	6/25/2025	(33.98)
	1WP3-JJQN-9H3F	2506378	266086	6/25/2025	39.06
	1MTT-PWK1-HTWD	2506394	266086	6/25/2025	16.07
	1FRT-LR3F-3MQX	2506117	266086	6/25/2025	35.94
	1YVN-RRVK-36CK	2506577	266086	6/25/2025	99.90
	1MVX-WHW6-XLNY	2506603	266086	6/25/2025	240.29
	1TGP-GRYW-XLWC	2506436	266086	6/25/2025	146.69
	1L7T-71JP-3HCH	(blank)	266086	6/25/2025	(159.98)
	191K-DPLX-RYTW	2506496	266086	6/25/2025	301.97
	1NV4-VTRP-LMNW	2506378	266086	6/25/2025	88.99
	1MP6-P41X-LQMK	2506384	266086	6/25/2025	51.89
	1PWD-FRK9-L1CY	2506386	266086	6/25/2025	26.99
	1MCQ-TGQV-NLCM	2506387	266086	6/25/2025	109.50
	1MP6-P41X-MPYQ	2506411	266086	6/25/2025	16.62
	16V3-6GHG-LMR3	2506500	266086	6/25/2025	110.19
	1TGP-GRYW-PVJF	2506598	266086	6/25/2025	153.77
	1C9R-6G9L-9MKY	2506386	266182	7/2/2025	194.25
	1Y6R-QW7N-1GFQ	263020006	266182	7/2/2025	259.95
	1VD7-CKMX-YFJ4	2506583	266182	7/2/2025	9.99
	1LX9-M747-YRDG	260080022	266182	7/2/2025	1,537.57
	1KRK-19NW-NYF7	260080016	266182	7/2/2025	90.97

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AMAZON CAPITAL SERVICES	1QJ4-4YV6-FJNX	2506436	266182	7/2/2025	128.94	
	13LL-QT7R-4CKK	2506384	266182	7/2/2025	95.88	
	1713-PCMN-9QCQ	(blank)	266182	7/2/2025	(63.98)	
	1TC4-3YNK-QRKL	263020005	266182	7/2/2025	322.73	
	1YW9-J693-RRNY	263020008	266182	7/2/2025	202.39	
	1H7M-49MH-QD4R	2506630	266182	7/2/2025	3,488.60	
	1GMK-QFQN-RF17	2506403	266182	7/2/2025	95.88	
	19GH-CRHX-VRJC	2506508	266182	7/2/2025	51.98	
	1NF9-VVMN-VX3H	260080015	266182	7/2/2025	92.44	
	1JY7-141P-J93J	2506415	266182	7/2/2025	44.99	
	14FF-F7TC-XHFC	263020001	266182	7/2/2025	96.25	
	1396-TDDD-JKQR	263020002	266182	7/2/2025	198.33	
	13K6-KM3T-LJR7	260090003	266182	7/2/2025	356.63	
	AMAZON CAPITAL SERVICES Total					8,272.14
AREA DISTRIBUTORS		493055	2506673	266146	6/30/2025	2,689.84
AREA DISTRIBUTORS Total					2,689.84	
B & B AWARDS & RECOGNITION		20056506	(blank)	49643	7/8/2025	450.50
		20056511	(blank)	49643	7/8/2025	520.00
B & B AWARDS & RECOGNITION Total					970.50	
BABY FOLD		20077	260090005	266183	7/2/2025	7,083.33
BABY FOLD Total					7,083.33	
BANE, ELLA	FAIR WIN		(blank)	266065	6/25/2025	209.14
BANE, ELLA Total					209.14	
BATTERIES PLUS BULBS	P79262717		2506636	266087	6/25/2025	15.12
BATTERIES PLUS BULBS Total					15.12	
BENDI INVESTMENTS, LLC	U5-2506		2506675	266088	6/25/2025	2,500.00
BENDI INVESTMENTS, LLC Total					2,500.00	
BENNETT ELECTRONICS		37951	2506650	266089	6/25/2025	710.00
		37703	2506649	266089	6/25/2025	244.00
BENNETT ELECTRONICS Total					954.00	
BIANCHI, EMILY	FAIR WIN		(blank)	266066	6/25/2025	130.19
BIANCHI, EMILY Total					130.19	
BILL'S KEY & LOCK SHOP		186860	2506672	266147	6/30/2025	6.44
		186853	2506672	266147	6/30/2025	16.96
		186760	2506672	266147	6/30/2025	180.00
BILL'S KEY & LOCK SHOP Total					203.40	
BISHOP BROS, INC		250618	2506728	266148	6/30/2025	7,964.00
		250619	2506728	266148	6/30/2025	30,000.00
		26014	2506728	266148	6/30/2025	7,331.00
		250612	2506715	266148	6/30/2025	38,127.00
		250604	2506700	266148	6/30/2025	47,785.00
BISHOP BROS, INC Total					131,207.00	
BLUE CROSS BLUE SHIELD OF ILLINOIS		3.83164E+11	(blank)	0	6/24/2025	505,802.23
		3.83168E+11	(blank)	0	7/8/2025	601,579.37
		3.83167E+11	(blank)	0	7/1/2025	389,250.00
BLUE CROSS BLUE SHIELD OF ILLINOIS Total					1,496,631.60	
BLUE SPRINGS, INC.		49733	2506670	266149	6/30/2025	350.00

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BLUE SPRINGS, INC.	49734	2506670	266149	6/30/2025	120.00
	49701	262010002	266184	7/2/2025	290.00
BLUE SPRINGS, INC. Total					760.00
BOSQUEZ, HEIDI	MILES202505	(blank)	266109	6/30/2025	7.70
	MILES202506	(blank)	266109	6/30/2025	14.00
BOSQUEZ, HEIDI Total					21.70
BRIDGES, STEPHANIE R.	Feb-Apr Hours 2025	260080020	266185	7/2/2025	764.79
BRIDGES, STEPHANIE R. Total					764.79
BROCK SPACK FOOTBALL CAMPS, INC	21 (blank)		49629	6/25/2025	4,350.00
BROCK SPACK FOOTBALL CAMPS, INC Total					4,350.00
BSN SPORTS	4 invoices 6/2025	(blank)	49630	6/25/2025	1,456.47
	929967272	(blank)	49630	6/25/2025	1,497.32
	930089166	263520016	266186	7/2/2025	1,617.28
	930070023	263520014	266186	7/2/2025	2,767.26
	929753224	263520009	266186	7/2/2025	6,817.43
BSN SPORTS Total					14,155.76
CANNON, KRISTINE MICHELLE	Wrestling Camp 1	(blank)	49159	7/10/2025	50.00
CANNON, KRISTINE MICHELLE Total					50.00
CAPITOL GROUP	S2640071.001	2506668	266150	6/30/2025	217.42
CAPITOL GROUP Total					217.42
CARLE BROMENN TC	52225	2506331	266151	6/30/2025	2.50
CARLE BROMENN TC Total					2.50
CASEY'S GARDEN CENTER	640756	2506711	266152	6/30/2025	230.84
	640545	2506711	266152	6/30/2025	141.84
	639733	2506711	266152	6/30/2025	139.80
CASEY'S GARDEN CENTER Total					512.48
CCMSI	0179167-IN	(blank)	0	7/8/2025	63,601.76
CCMSI Total					63,601.76
CEDAR RIDGE ELEMENTARY SCHOOL	87	2506651	266090	6/25/2025	300.00
CEDAR RIDGE ELEMENTARY SCHOOL Total					300.00
CENTRAL ILLINOIS TRUCKS INC	110P732668	2506718	266153	6/30/2025	1,277.52
CENTRAL ILLINOIS TRUCKS INC Total					1,277.52
CENTRAL STATES BUS SALES INC	SO112796	2502865	266242	7/7/2025	801,700.00
CENTRAL STATES BUS SALES INC Total					801,700.00
CHELI, SHARRI LOUISE	Plates and Napkins	(blank)	49160	7/10/2025	31.76
CHELI, SHARRI LOUISE Total					31.76
CIRBN, LLC	23950	260040006	266187	7/2/2025	4,389.90
CIRBN, LLC Total					4,389.90
CITY OF BLOOMINGTON - UTILITIES	1605117	260010005	266206	7/2/2025	687.83
	1607176	260010005	266206	7/2/2025	1,211.92
	1607699	260010005	266206	7/2/2025	1,190.24
	1607980	260010005	266206	7/2/2025	1,342.70
CITY OF BLOOMINGTON - UTILITIES Total					4,432.69

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CITY SOUNDS	V26160255	(blank)	7363	6/27/2025	200.00
CITY SOUNDS Total					200.00
CLAYTON HOLDINGS, LLC	303515	260010017	266188	7/2/2025	419,787.37
	302453	260010014	266188	7/2/2025	1,249,367.85
CLAYTON HOLDINGS, LLC Total					1,669,155.22
CLEAN THE UNIFORM COMPANY	32358021	2500225	266091	6/25/2025	83.68
	32356438	2500225	266091	6/25/2025	83.68
	32354836	2500225	266091	6/25/2025	83.68
	32353244	2500225	266091	6/25/2025	83.68
CLEAN THE UNIFORM COMPANY Total					334.72
COMMERCE BANK - COMMERCIAL CARDS	HICK-9710-20250616	260010033	0	7/7/2025	699.00
	STYC-1202-20250616	261060001	0	7/7/2025	2,685.33
	MART-9924-20250616	262010003	0	7/7/2025	4,110.25
	NICA-1228-20250616	262020001	0	7/7/2025	418.77
	CROW-9292-20250616	262030001	0	7/7/2025	2,380.33
	HADD-3613-20250616	262030002	0	7/7/2025	67.37
	PALM-4404-20250616	262040001	0	7/7/2025	5,191.79
	ZBRO-7828-20250616	263010002	0	7/7/2025	15,992.04
	CODR-4075-20250616	263020007	0	7/7/2025	3,465.23
	MABL-3012-20250616	261220001	0	7/7/2025	856.39
	ADEL-7777-20250616	260020006	0	7/7/2025	3,241.90
	REWE-0094-20250616	260030001	0	7/7/2025	1,230.79
	STAN-7019-20250616.	260040009	0	7/7/2025	24,463.62
	ROGE-2319-20250616	260050002	0	7/7/2025	404.92
	SHEL-8505-20250616	260060003	0	7/7/2025	245.16
	KEND-6613-20250616	260060004	0	7/7/2025	80.36
	LAMB-4171-20250616..	260060005	0	7/7/2025	1,873.41
	HILL-5932-20250616	260060006	0	7/7/2025	226.00
	BROW-5896-20250616	260060012	0	7/7/2025	201.34
	SARG-8482-20250616	260060016	0	7/7/2025	6,353.92
	LAMB-4171-20250616	260070002	0	7/7/2025	525.00
	BACK-9856-20250616	260070003	0	7/7/2025	792.01
	WEBB-7756-20250616	260070004	0	7/7/2025	2,195.97
	VOGE-4560-20250616	260070006	0	7/7/2025	4,226.03
	COOP-2498-20250616..	260070007	0	7/7/2025	1,582.11
	BACK-9856-20250616.	260080014	0	7/7/2025	113.67
	LAMB-4171-20250616.	260080019	0	7/7/2025	5,928.84
	COOP-2498-20250616.	260080021	0	7/7/2025	6,654.25
	STAN-7019-20250616	260090008	0	7/7/2025	889.75
	LAMB-4171-20250616.4	260090009	0	7/7/2025	68.68
	CHAP-8793-20250616	260090011	0	7/7/2025	13,914.68
	WEBB-7756-20250616.	260100001	0	7/7/2025	401.29
	PENN-4743-20250616	260110001	0	7/7/2025	2,681.35
	KEAR-1366-20250616	263510001	0	7/7/2025	4,623.85
	DAVE-8038-20250616	(blank)	0	7/7/2025	(90.00)
	EDWA-1551-20250616	(blank)	0	7/7/2025	(918.50)
	TEMP-5124-20250616	263020013	0	7/7/2025	4,538.76
	RIPK-9227-20250616	260080024	0	7/7/2025	6,603.21
COMMERCE BANK - COMMERCIAL CARDS Total					128,918.87
COMMUNITY WELLNESS LAB, LLC	192	2506635	266092	6/25/2025	325.00
	186	2506635	266092	6/25/2025	325.00
COMMUNITY WELLNESS LAB, LLC Total					650.00
CONCORD THEATRICALS	2512767	(blank)	49161	7/10/2025	480.00
	2512768	(blank)	49161	7/10/2025	2,605.00

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CONCORD THEATRICALS Total					3,085.00
CONFIDENTIAL ON-SITE PAPER SHREDDIN	160555	262010001	266189	7/2/2025	132.12
CONFIDENTIAL ON-SITE PAPER SHREDDIN Total					132.12
CONNOR CO	S011370902.001	2506671	266154	6/30/2025	117.16
	S011379448.001	2506671	266154	6/30/2025	13.98
	S011380996.001	2506671	266154	6/30/2025	150.99
	S011381136.001	2506671	266154	6/30/2025	22.78
	S011378978.001	2506671	266154	6/30/2025	62.33
	S011374747.001	2506671	266154	6/30/2025	54.18
	S011367707.001	2506671	266154	6/30/2025	370.72
	S011354491.001	2506671	266154	6/30/2025	79.48
	S011353306.001	2506671	266154	6/30/2025	1,810.00
CONNOR CO Total					2,681.62
CONRAD SHEET METAL CO	65133	2506666	266155	6/30/2025	64.05
	65141	2506666	266155	6/30/2025	208.95
CONRAD SHEET METAL CO Total					273.00
CONRAD, NATHAN SAMUEL	Soccer Camp 2	(blank)	49162	7/10/2025	1,000.00
CONRAD, NATHAN SAMUEL Total					1,000.00
COONE, RYDER	Baseball Camp 5	(blank)	49140	6/24/2025	180.00
COONE, RYDER Total					180.00
Copass, Joanna Kay	CONFREF06162025	(blank)	266207	7/2/2025	330.00
Copass, Joanna Kay Total					330.00
CORN BELT ENERGY CORPORATION	V283525	2500072	266103	6/25/2025	106,090.55
CORN BELT ENERGY CORPORATION Total					106,090.55
CRESCENT ELECTRIC SUPPLY CO	S513260976.001	2506667	266156	6/30/2025	1,291.88
CRESCENT ELECTRIC SUPPLY CO Total					1,291.88
CULVER-STOCKTON COLLEGE	Summer trip 2025	(blank)	49644	7/8/2025	2,098.50
CULVER-STOCKTON COLLEGE Total					2,098.50
CUSHING'S COMMERCIAL CARPET, INC.	1621	2506678	266157	6/30/2025	23,850.00
	1622	2506678	266157	6/30/2025	4,450.00
CUSHING'S COMMERCIAL CARPET, INC. Total					28,300.00
DAVENPORT, LESLIE A	Reimburse	260080026	266190	7/2/2025	448.60
DAVENPORT, LESLIE A Total					448.60
DIAZ, MARIANELA	Reimburse	2506710	266158	6/30/2025	76.19
DIAZ, MARIANELA Total					76.19
DICKEN, DOUGLAS R	Clothing allowance.	2506642	266093	6/25/2025	185.90
DICKEN, DOUGLAS R Total					185.90
DONALDSON, DEVON	MILES202505	(blank)	266067	6/25/2025	106.12
DONALDSON, DEVON Total					106.12
DRENGWITZ, JASON	Reimbursement.	260060009	266191	7/2/2025	45.00
DRENGWITZ, JASON Total					45.00
ECHO ELECTRIC	S011282961.001	2506663	266159	6/30/2025	77.42
	S011267007.002	2506663	266159	6/30/2025	84.05

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ECHO ELECTRIC Total					161.47
EMBRACE EDUCATION	19335	260090012	266192	7/2/2025	5,699.10
EMBRACE EDUCATION Total					5,699.10
ENGAGING LEARNERS, LLC	20250605	2506558	266094	6/25/2025	4,800.00
ENGAGING LEARNERS, LLC Total					4,800.00
ETA HAND 2 MIND, INC.	INV000415013	2506578	266095	6/25/2025	59.99
	SO000334741	2506578	266095	6/25/2025	314.99
ETA HAND 2 MIND, INC. Total					374.98
EVERGREEN FS	34015659	2506713	266160	6/30/2025	540.75
	46001728	2506664	266160	6/30/2025	19.32
EVERGREEN FS Total					560.07
FAIRVIEW ELEMENTARY SCHOOL	702	2506652	266096	6/25/2025	450.00
FAIRVIEW ELEMENTARY SCHOOL Total					450.00
FARM & FLEET OF BLOOMINGTON	BFF-086259	2500205	266097	6/25/2025	176.63
	BFF-086203	2500205	266097	6/25/2025	251.96
	BFF-086166	2500205	266097	6/25/2025	59.99
	BFF-086179	2500205	266097	6/25/2025	141.56
	BFF-086071	2500205	266097	6/25/2025	82.49
	BFF-085998	2500205	266097	6/25/2025	106.24
	BFF-086014	2500205	266097	6/25/2025	125.97
FARM & FLEET OF BLOOMINGTON Total					944.84
FASTSIGNS	44923 (blank)		49141	6/24/2025	75.72
	44744 (blank)		49141	6/24/2025	529.71
FASTSIGNS Total					605.43
FEENEY, DAVID GEORGE	Summer League 2025	(blank)	49631	6/25/2025	600.00
	Meals-summer trip	(blank)	49631	6/25/2025	982.98
	BB stuff for Kids	(blank)	49645	7/8/2025	216.00
FEENEY, DAVID GEORGE Total					1,798.98
FINCHAM, NATHAN C	BloNo	(blank)	49142	6/24/2025	297.36
	Wrestling Camp 2	(blank)	49163	7/10/2025	50.00
FINCHAM, NATHAN C Total					347.36
FIRST STUDENT	12060177	2506706	266161	6/30/2025	1,307,359.02
FIRST STUDENT Total					1,307,359.02
FLINN SCIENTIFIC INC	3147445	2505527	266193	7/2/2025	185.40
	3144797	260080003	266193	7/2/2025	2,545.73
FLINN SCIENTIFIC INC Total					2,731.13
FOLLETT CONTENT SOLUTIONS, LLC	582925F	2505873	266098	6/25/2025	8,100.00
	586585F	2506011	266098	6/25/2025	4,730.00
	567416F	2505200	266098	6/25/2025	5,730.95
	567416F.	2505223	266098	6/25/2025	972.53
	577766F.	2505573	266194	7/2/2025	115.48
	577766F	2505572	266194	7/2/2025	900.00
FOLLETT CONTENT SOLUTIONS, LLC Total					20,548.96
FORSYTH INSURANCE GROUP, INC	1460	260010035	266195	7/2/2025	14,942.00
FORSYTH INSURANCE GROUP, INC Total					14,942.00

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FOSTER, NATHAN C	Car Wash for DE car	(blank)	49646	7/8/2025	26.00
FOSTER, NATHAN C Total					26.00
FRANGELLA, BECKY	Reimbursement.	263020004	266196	7/2/2025	31.77
FRANGELLA, BECKY Total					31.77
FREEDOM LAWN MAINTENANCE	5679	2506702	266162	6/30/2025	11,400.00
FREEDOM LAWN MAINTENANCE Total					11,400.00
FRONTIER	V86612	260010030	266238	7/2/2025	6,243.96
FRONTIER Total					6,243.96
FS CUSTOM TURF	NCWHS Athletic Prgm	263520012	266197	7/2/2025	7,476.60
FS CUSTOM TURF Total					7,476.60
GIBLER, ASHLEIGH KATE	MILES202411	(blank)	266208	7/2/2025	59.23
	MILES202412	(blank)	266208	7/2/2025	58.88
	MILES202501	(blank)	266208	7/2/2025	125.93
	MILES202502	(blank)	266208	7/2/2025	199.57
	MILES202503	(blank)	266208	7/2/2025	249.69
	MILES202505	(blank)	266208	7/2/2025	49.21
	MILES202504	(blank)	266208	7/2/2025	89.39
GIBLER, ASHLEIGH KATE Total					831.90
GIPPER MEDIA	207C71C0-0006	(blank)	49647	7/8/2025	1,500.00
	VRCUQVHL-0001	263020010	266198	7/2/2025	1,000.00
GIPPER MEDIA Total					2,500.00
GLENWOOD HIGH SCHOOL	7 v 7	(blank)	49164	7/10/2025	800.00
GLENWOOD HIGH SCHOOL Total					800.00
GORDON FOOD SERVICE, INC	9023887993	260030003	266199	7/2/2025	365.82
	9023887995	260030003	266199	7/2/2025	98.39
	9023887997	260030003	266199	7/2/2025	104.30
	9023888013	260030003	266199	7/2/2025	1,596.76
	9023888016	260030003	266199	7/2/2025	824.85
	9023888017	260030003	266199	7/2/2025	4,237.20
	2356513	260030003	266199	7/2/2025	(1,634.36)
	2356615	260030003	266199	7/2/2025	(41.44)
	2358490	260030003	266199	7/2/2025	(326.87)
	2358559	260030003	266199	7/2/2025	(8.29)
	9023644790	260030002	266199	7/2/2025	734.52
	9023644792	260030002	266199	7/2/2025	4,237.20
GORDON FOOD SERVICE, INC Total					10,188.08
GRAINGER PARTS OPERATIONS WW GRAING	9540267474	2506662	266163	6/30/2025	109.06
	9537143373	2506662	266163	6/30/2025	29.60
	9537326358	2506662	266163	6/30/2025	460.89
	9530690651	2506662	266163	6/30/2025	156.22
	9530819482	2506662	266163	6/30/2025	328.02
	9526927679	2506662	266163	6/30/2025	1,097.44
	9527119656	2506662	266163	6/30/2025	763.04
	9527529664	2506662	266163	6/30/2025	592.65
GRAINGER PARTS OPERATIONS WW GRAING Total					3,536.92
GREAT LAKES ACE HARDWARE INC.	3530	2501297	266099	6/25/2025	161.98
	3531	2501297	266099	6/25/2025	6.83
	3524	2506674	266164	6/30/2025	21.57
	3526	2506674	266164	6/30/2025	24.29

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GREAT LAKES ACE HARDWARE INC.		3541	2506674	266164	6/30/2025	25.99
GREAT LAKES ACE HARDWARE INC.		3542	2506674	266164	6/30/2025	8.99
GREAT LAKES ACE HARDWARE INC.	A61310/		2506674	266164	6/30/2025	8.62
GREAT LAKES ACE HARDWARE INC.		3489	2501297	266099	6/25/2025	134.95
GREAT LAKES ACE HARDWARE INC.		3496	2501297	266099	6/25/2025	80.76
GREAT LAKES ACE HARDWARE INC.		3498	2501297	266099	6/25/2025	17.09
GREAT LAKES ACE HARDWARE INC.		3486	2506674	266164	6/30/2025	26.22
GREAT LAKES ACE HARDWARE INC.		3469	2506674	266164	6/30/2025	49.78
GREAT LAKES ACE HARDWARE INC.		3470	2506674	266164	6/30/2025	29.59
GREAT LAKES ACE HARDWARE INC.		3450	2501297	266099	6/25/2025	36.32
GREAT LAKES ACE HARDWARE INC.		3432	2506674	266164	6/30/2025	27.88
GREAT LAKES ACE HARDWARE INC.		3417	2506674	266164	6/30/2025	15.12
GREAT LAKES ACE HARDWARE INC.		3401	2501297	266099	6/25/2025	7.80
GREAT LAKES ACE HARDWARE INC.		3409	2501297	266099	6/25/2025	8.09
		3414	2501297	266099	6/25/2025	7.41
		3400	2506674	266164	6/30/2025	52.16
		3407	2506674	266164	6/30/2025	21.96
		3376	2506674	266164	6/30/2025	86.17
		3349	2501297	266099	6/25/2025	62.78
		3362	2501297	266099	6/25/2025	104.33
		3353	2506674	266164	6/30/2025	26.08
		3342	2501297	266099	6/25/2025	27.21
		3348	2501297	266099	6/25/2025	38.36
GREAT LAKES ACE HARDWARE INC. Total						1,118.33
HAFERMANN, EDUARD P	Fuel reimburse		2506719	266165	6/30/2025	54.45
	Pizza meal		(blank)	49165	7/10/2025	27.98
HAFERMANN, EDUARD P Total						82.43
HASSEL, STEVE	Volunteers		(blank)	49657	7/11/2025	1,517.90
HASSEL, STEVE Total						1,517.90
HAWKINS, INC.		7091219	2506660	266166	6/30/2025	1,340.39
HAWKINS, INC. Total						1,340.39
HEALTHQUITY, INC.	c7i6twv		(blank)	0	6/30/2025	15,670.85
	V93804886		(blank)	0	6/30/2025	4,769.93
	2taf2cu		(blank)	0	6/23/2025	1,576.63
	4gu44e		(blank)	0	6/23/2025	14,783.15
HEALTHQUITY, INC. Total						36,800.56
HEBERT HEALTH LLC		1321	(blank)	49166	7/10/2025	180.00
HEBERT HEALTH LLC Total						180.00
HEINEMANN		956299429	260080028	266200	7/2/2025	3,204.51
		956288339	260070001	266200	7/2/2025	1,355.39
HEINEMANN Total						4,559.90
HERITAGE MACHINE & WELDING INC		56019	2506661	266167	6/30/2025	598.36
HERITAGE MACHINE & WELDING INC Total						598.36
HERITAGE TRACTOR		12818043	2506708	266168	6/30/2025	112.88
HERITAGE TRACTOR Total						112.88
HOBAN, LORELAI	AVCA Clinic		(blank)	49143	6/24/2025	79.00
HOBAN, LORELAI Total						79.00
HOLLEY, TYRA MICHAEL	MILES202502		(blank)	266068	6/25/2025	46.76
	MILES202505		(blank)	266068	6/25/2025	73.36

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HOLLEY, TYRA MICHAEL	MILES202504	(blank)	266068	6/25/2025	72.80
HOLLEY, TYRA MICHAEL Total					192.92
HOUGHTON MIFFLIN HARCOURT	956289456	260080012	266201	7/2/2025	1,620.00
	956292975	260080012	266201	7/2/2025	4,356.96
HOUGHTON MIFFLIN HARCOURT Total					5,976.96
HULL, EVAN DERMOT	Baseball Camp 1	(blank)	49144	6/24/2025	135.00
HULL, EVAN DERMOT Total					135.00
IADA	Membership dues	(blank)	49648	7/8/2025	150.00
IADA Total					150.00
IDEAL ENVIRONMENTAL ENGINEERING, IN	65757	2506657	266169	6/30/2025	3,591.64
	65759	2506658	266169	6/30/2025	2,553.84
IDEAL ENVIRONMENTAL ENGINEERING, IN Total					6,145.48
ILLINI SUPPLY INC	15329	2505998	266178	6/30/2025	8,051.10
	14294	2506723	266170	6/30/2025	4,135.40
	15330	2506727	266170	6/30/2025	32,819.57
	15332	2506727	266170	6/30/2025	30,852.79
ILLINI SUPPLY INC Total					75,858.86
ILLINOIS FBLA 2	NLC Merch 25	(blank)	49632	6/25/2025	683.00
ILLINOIS FBLA 2 Total					683.00
INFINITE CAMPUS	V61161305	(blank)	0	6/27/2025	59.50
	V36469208	(blank)	0	6/26/2025	0.35
	V43506786	(blank)	0	6/25/2025	61.94
	V91926758	(blank)	0	6/24/2025	170.24
	V67727022	(blank)	0	6/20/2025	7.98
INFINITE CAMPUS Total					300.01
J SPENCER CONSTRUCTION LLC	2261	2506709	266171	6/30/2025	769.00
J SPENCER CONSTRUCTION LLC Total					769.00
JMO MODULAR LLC.	38983	260010006	266202	7/2/2025	16,800.00
	38984	260010007	266202	7/2/2025	44,600.00
		260010008	266202	7/2/2025	44,600.00
	38980	260010009	266202	7/2/2025	32,100.00
		260010010	266202	7/2/2025	32,100.00
	38982	260010011	266202	7/2/2025	32,100.00
	38981	260010012	266202	7/2/2025	27,561.43
		260010013	266202	7/2/2025	27,561.43
JMO MODULAR LLC. Total					257,422.86
JOHNSON, ANDREA	Wrestling Camp 3	(blank)	49167	7/10/2025	50.00
JOHNSON, ANDREA Total					50.00
JOHNSTONE SUPPLY	7024338	2506659	266172	6/30/2025	95.59
	7024227	2506659	266172	6/30/2025	524.40
	7023441	2506659	266172	6/30/2025	686.68
	7024044	2506659	266172	6/30/2025	882.91
	7023929	2506659	266172	6/30/2025	292.92
	7023959	2506659	266172	6/30/2025	110.78
JOHNSTONE SUPPLY Total					2,593.28
JOSTENS, INC	37210310	263020003	266203	7/2/2025	30.00
	37210595	263020003	266203	7/2/2025	4.10

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JOSTENS, INC	37205301	263020003	266203	7/2/2025	50.50
JOSTENS, INC Total					84.60
KAEB SANITARY SUPPLY INC.	230158	2506725	266173	6/30/2025	20,055.82
	229432	2506701	266173	6/30/2025	6,500.00
	Quote 229432	2506140	266100	6/25/2025	6,500.00
KAEB SANITARY SUPPLY INC. Total					33,055.82
KAPLAN EARLY LEARNING COMPANY	ORD9655404	2506427	266174	6/30/2025	1,899.68
			266204	7/2/2025	1,899.68
	7197909	2506427	266174	6/30/2025	988.94
			266204	7/2/2025	988.94
KAPLAN EARLY LEARNING COMPANY Total					5,777.24
KAUFMAN, TREVOR ALLEN	Singlets-2025	(blank)	49649	7/8/2025	576.24
KAUFMAN, TREVOR ALLEN Total					576.24
KEARFOTT, NICOLAS	NIAAA>NFHS Fee	(blank)	49658	7/11/2025	295.00
	K12 Facility Conf	(blank)	49650	7/8/2025	1,167.36
	Freshman PBIS-Pass	(blank)	49650	7/8/2025	83.00
KEARFOTT, NICOLAS Total					1,545.36
KEN'S OIL SERVICE, INC.	K564661	2506722	266175	6/30/2025	1,753.62
	K564461	2506722	266175	6/30/2025	2,688.00
	K563792	2506640	266101	6/25/2025	1,689.39
KEN'S OIL SERVICE, INC. Total					6,131.01
KERR, SEAN C	IT supplies	2506647	266102	6/25/2025	8.62
KERR, SEAN C Total					8.62
KIRBY RISK CORPORATION	S210857963.004	2506677	266176	6/30/2025	3,306.42
	S210872399.001	2506677	266176	6/30/2025	124.60
	S210857963.002	2506677	266176	6/30/2025	2,023.40
	S210857963.003	2506677	266176	6/30/2025	1,094.05
	S210858753.001	2506677	266176	6/30/2025	94.46
	S210859719.001	2506677	266176	6/30/2025	300.46
KIRBY RISK CORPORATION Total					6,943.39
KNEPLER, JULIA	Reimbursement	2506328	266177	6/30/2025	45.00
KNEPLER, JULIA Total					45.00
KOLLS, KRISTA	VB Camp 1	(blank)	49168	7/10/2025	60.00
KOLLS, KRISTA Total					60.00
KRAFT, MACKENZIE	Reimb 6/25	(blank)	49633	6/25/2025	42.34
KRAFT, MACKENZIE Total					42.34
KUEBRICH, JENNIFER L	MILES202408	(blank)	266209	7/2/2025	55.61
	MILES202409	(blank)	266209	7/2/2025	73.70
	MILES202411	(blank)	266209	7/2/2025	41.34
	MILES202410	(blank)	266209	7/2/2025	66.73
	MILES202412	(blank)	266110	6/30/2025	37.39
	MILES202501	(blank)	266110	6/30/2025	47.25
	MILES202502	(blank)	266110	6/30/2025	41.72
	MILES202503	(blank)	266110	6/30/2025	65.03
	MILES202505	(blank)	266110	6/30/2025	58.10
	MILES202504	(blank)	266110	6/30/2025	91.70
KUEBRICH, JENNIFER L Total					578.57

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LANGE, MEGHAN	SB Camp Refund	(blank)	49169	7/10/2025	60.00
LANGE, MEGHAN Total					60.00
Lawrence, Justin	MILES202505	(blank)	266069	6/25/2025	196.56
Lawrence, Justin Total					196.56
LENZ, ANDREA LYNN	V951394	260060007	266210	7/2/2025	45.00
LENZ, ANDREA LYNN Total					45.00
LITTLE, JASON S	V341843	2506639	266104	6/25/2025	199.82
LITTLE, JASON S Total					199.82
LKM MOWING & LANDSCAPING		5823 2506656	266111	6/30/2025	63.86
LKM MOWING & LANDSCAPING Total					63.86
MAAS, CURT	VB and Soc Camp	(blank)	49145	6/24/2025	130.00
MAAS, CURT Total					130.00
MACE, MICHAEL A	Grocery Snacks	(blank)	49634	6/25/2025	193.25
MACE, MICHAEL A Total					193.25
MC MASTER-CARR SUPPLY CO		47017762 2506654	266112	6/30/2025	253.50
MC MASTER-CARR SUPPLY CO Total					253.50
MCBURNEY, TROY A	V910737	2506645	266070	6/25/2025	199.82
MCBURNEY, TROY A Total					199.82
McCULLY, SAMUEL DEAN	Baseball Camp 2	(blank)	49146	6/24/2025	135.00
McCULLY, SAMUEL DEAN Total					135.00
McGinnis, Declan	V455530	2506644	266071	6/25/2025	168.51
McGinnis, Declan Total					168.51
MCGRAW HILL		1.37071E+11 260080011	266211	7/2/2025	2,318.40
MCGRAW HILL Total					2,318.40
MCLEAN CO UNIT DIST NO 5	V48495217	(blank)	0	6/27/2025	5,337.62
	V57076477	(blank)	0	6/23/2025	2,808.02
	V18799804	(blank)	0	6/27/2025	991.46
	V53326757	(blank)	0	6/27/2025	4,107.57
	V94060419	(blank)	0	6/27/2025	3,117.81
	AP proctoring	(blank)	0	6/30/2025	928.92
	VISA 100800 6/2025	(blank)	0	6/30/2025	41,849.30
	Camp Payroll 1	(blank)	0	6/27/2025	450.00
	Camps Payroll	(blank)	0	6/27/2025	3,425.00
	June 26 2025 100800	(blank)	0	6/27/2025	6,942.53
	TRS Baseball Camp	(blank)	0	6/27/2025	22.14
	TRS Camps	(blank)	0	6/27/2025	70.14
	100800 May 2025	(blank)	0	6/27/2025	7,852.46
	May 31 2025 100800	(blank)	0	6/26/2025	3,554.74
	V43651339	(blank)	0	6/23/2025	783.77
	V81702355	(blank)	0	6/23/2025	131.03
	V47581849	(blank)	0	6/23/2025	460.46
	V17697182	(blank)	0	6/27/2025	876.89
MCLEAN CO UNIT DIST NO 5 Total					83,709.86
MCLEAN COUNTY ASPHALT CO, INC		81384 2506703	266113	6/30/2025	10,681.92
		81224 2506676	266113	6/30/2025	5,796.00
		81151 2506676	266113	6/30/2025	148.20

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MCLEAN COUNTY ASPHALT CO, INC Total					16,626.12
MCLEAN COUNTY GLASS & MIRROR	60604	2506683	266114	6/30/2025	3,037.10
	60619	2506683	266114	6/30/2025	258.00
	60059	2506683	266114	6/30/2025	1,379.00
MCLEAN COUNTY GLASS & MIRROR Total					4,674.10
Mellen, Jack	V780034	260080023	266212	7/2/2025	175.00
Mellen, Jack Total					175.00
MENARDS LUMBER	68434	2506697	266115	6/30/2025	32.30
	68142	2506697	266115	6/30/2025	578.15
	68193	2506697	266115	6/30/2025	16.99
	67876	2506697	266115	6/30/2025	95.65
	67782	2506697	266115	6/30/2025	40.14
	67518	2506697	266115	6/30/2025	52.44
	67536	2506697	266115	6/30/2025	2,949.96
MENARDS LUMBER Total					3,765.63
MESA ELECTRONICS, INC	WEST SOUND SYSTEM	2505242	266213	7/2/2025	53,330.16
MESA ELECTRONICS, INC Total					53,330.16
MEYER, DAMON	MILES202505	(blank)	266105	6/25/2025	37.80
MEYER, DAMON Total					37.80
MIDWEST COMPUTER PRODUCTS, INC.	723204	260080007	266214	7/2/2025	1,523.00
	723202	260080008	266214	7/2/2025	774.00
	723201	260080009	266214	7/2/2025	4,519.00
	723200	260080010	266214	7/2/2025	774.00
MIDWEST COMPUTER PRODUCTS, INC. Total					7,590.00
MIDWEST CONSTRUCTION RENTALS	219500-1	2506655	266116	6/30/2025	3,160.50
MIDWEST CONSTRUCTION RENTALS Total					3,160.50
MIDWEST EQUIPMENT II	803254	2506698	266117	6/30/2025	106.94
MIDWEST EQUIPMENT II Total					106.94
MUELLER, KELSEY RAE	IVCA Clinic 2025	(blank)	49147	6/24/2025	69.00
MUELLER, KELSEY RAE Total					69.00
MUSIC SALES DIGITAL SERVICES, LLC	INV-11920	260080004	266215	7/2/2025	4,049.97
MUSIC SALES DIGITAL SERVICES, LLC Total					4,049.97
MUSIC THEATRE INTERNATIONAL	2025 Musical rights	(blank)	49635	6/25/2025	3,140.00
MUSIC THEATRE INTERNATIONAL Total					3,140.00
MUTUAL WHEEL CO	8909622	2506696	266118	6/30/2025	71.59
	8906694	2506696	266118	6/30/2025	29.50
MUTUAL WHEEL CO Total					101.09
NATIONAL CHEERLEADERS ASSOCIATION 1	REG 0011466431	(blank)	49170	7/10/2025	1,672.00
NATIONAL CHEERLEADERS ASSOCIATION 1 Total					1,672.00
NEVCO SPORTS, LLC	PR-5714	2505255	266243	7/9/2025	82,963.00
NEVCO SPORTS, LLC Total					82,963.00
NICOR GAS	V497585	2500063	266106	6/25/2025	162.72
	V132416	2500063	266106	6/25/2025	171.91
	V595157	2500063	266106	6/25/2025	582.91

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NICOR GAS	V477232	260010026	266239	7/2/2025	1,109.82
	V30527	260010026	266239	7/2/2025	264.93
NICOR GAS Total					2,292.29
NORMAL , TOWN OF		11199 2506682	266072	6/25/2025	514,915.56
NORMAL , TOWN OF Total					514,915.56
NORMAL COMMUNITY HIGH SCHOOL	Student #50003304	2506729	266179	6/30/2025	30.00
NORMAL COMMUNITY HIGH SCHOOL Total					30.00
NORMAL WEST HIGH SCHOOL	Garage Sale Cash Box	(blank)	49171	7/10/2025	450.00
	PBIS School Song	(blank)	49171	7/10/2025	850.00
NORMAL WEST HIGH SCHOOL Total					1,300.00
NORMALITE NEWSPAPER	DUST MOP 6/5/25	2506631	266073	6/25/2025	56.00
NORMALITE NEWSPAPER Total					56.00
NUTOYS LEISURE PRODUCTS, INC.	SUGAR01	2506726	266119	6/30/2025	69,939.00
NUTOYS LEISURE PRODUCTS, INC. Total					69,939.00
O SHEA, THOMAS WILLIAM	Baseball Camp	(blank)	49651	7/8/2025	225.00
O SHEA, THOMAS WILLIAM Total					225.00
OAK BROS TREE CYCLE LLC	1012354303	2506716	266120	6/30/2025	2,020.00
	1012354291	2506716	266120	6/30/2025	2,020.00
	1012354179	2506716	266120	6/30/2025	9,212.00
OAK BROS TREE CYCLE LLC Total					13,252.00
OSF OCCUPATIONAL HEALTH	00231147-00	260050003	266216	7/2/2025	1,200.00
	00231148-00	260050003	266216	7/2/2025	215.00
	00222680-00	260050003	266216	7/2/2025	58.00
	00211794-00	260050003	266216	7/2/2025	327.00
	00204568-00	260050003	266216	7/2/2025	105.00
OSF OCCUPATIONAL HEALTH Total					1,905.00
OSTLING, COREY MATTHEW	V689907	2506720	266121	6/30/2025	245.02
OSTLING, COREY MATTHEW Total					245.02
Otto, Joshua	V329395	2506643	266074	6/25/2025	164.00
Otto, Joshua Total					164.00
PARTS TOWN, LLC	2105949494	2506694	266122	6/30/2025	1,802.40
PARTS TOWN, LLC Total					1,802.40
PATE, MICHELLE	VB Camp 2	(blank)	49172	7/10/2025	70.00
PATE, MICHELLE Total					70.00
PAVILION	MCLEANCUSD50610	260090007	266217	7/2/2025	528.00
	MCLEANCUSD061025	260090010	266217	7/2/2025	330.00
PAVILION Total					858.00
PEARSON	347297	260090004	266218	7/2/2025	15,000.00
PEARSON Total					15,000.00
PENDLETON, TARA D	SK25	(blank)	49636	6/25/2025	2,874.94
PENDLETON, TARA D Total					2,874.94
PETERS, FERAH	V570558	2506653	266075	6/25/2025	121.25
PETERS, FERAH Total					121.25

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PRAIRIE LAND GOLF CARS	248221 (blank)		49659	7/11/2025	250.00
PRAIRIE LAND GOLF CARS Total					250.00
PROFESSIONAL ELECTRIC MOTOR REPAIR	76036	2506695	266124	6/30/2025	44.44
PROFESSIONAL ELECTRIC MOTOR REPAIR Total					44.44
PRO-TYPE PRINTING	69066	2506437	266123	6/30/2025	798.00
	69094	260090002	266219	7/2/2025	444.00
PRO-TYPE PRINTING Total					1,242.00
PURITAN SPRINGS	June Statement	(blank)	49148	6/24/2025	31.56
PURITAN SPRINGS Total					31.56
RAISERIGHT, LLC	27451503 (blank)		49637	6/25/2025	3,284.46
RAISERIGHT, LLC Total					3,284.46
RAVENSBERG INCORPORATED	60220K	2506714	266125	6/30/2025	17,885.00
	60221K	2506714	266125	6/30/2025	35,115.00
RAVENSBERG INCORPORATED Total					53,000.00
REALLY GOOD STUFF	8890909	260080018	266220	7/2/2025	939.93
REALLY GOOD STUFF Total					939.93
REPUBLIC SERVICES - #368	0368-00142601.	2504902	266076	6/25/2025	334.41
	0368-001152672	260010003	266221	7/2/2025	7,489.32
REPUBLIC SERVICES - #368 Total					7,823.73
RICHARDS BUILDING SUPPLY CO	053-0007756659-001	2506705	266126	6/30/2025	2,208.34
	053-007756639-001	2506705	266126	6/30/2025	5,807.74
	053-0007756129-001	2506705	266126	6/30/2025	140.00
RICHARDS BUILDING SUPPLY CO Total					8,156.08
RIDDELL ALL AMERICAN	952269798	263520003	266222	7/2/2025	2,613.95
	952328851	263520004	266222	7/2/2025	490.00
	952265489	263520011	266222	7/2/2025	12,952.39
RIDDELL ALL AMERICAN Total					16,056.34
RIVER CITY RACE MANAGEMENT LLC	2025-TF36	(blank)	49652	7/8/2025	1,000.00
RIVER CITY RACE MANAGEMENT LLC Total					1,000.00
ROGERS SUPPLY COMPANY INC	BL065923	2506692	266127	6/30/2025	338.84
	BL065924	2506692	266127	6/30/2025	30.53
	BL065926	2506692	266127	6/30/2025	(30.53)
ROGERS SUPPLY COMPANY INC Total					338.84
ROGERS, GREG	Food and Drink	(blank)	49157	6/26/2025	74.53
ROGERS, GREG Total					74.53
RP LUMBER COMPANY, INC	3798675	2506693	266128	6/30/2025	331.95
	3775044	2506693	266128	6/30/2025	65.11
RP LUMBER COMPANY, INC Total					397.06
RUDGE, AMBER DAWN	MILES202506	(blank)	266223	7/2/2025	33.25
RUDGE, AMBER DAWN Total					33.25
RUDIS	21716	263520005	266224	7/2/2025	821.50
RUDIS Total					821.50

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RW VANDEGRAFT	4695	2506704	266129	6/30/2025	30,914.00
	4696	2506704	266129	6/30/2025	8,963.00
	4693	2506680	266129	6/30/2025	6,525.00
	4694	2506681	266129	6/30/2025	30,914.00
RW VANDEGRAFT Total					77,316.00
S & S BUILDERS HARDWARE CO	586534	2506687	266130	6/30/2025	483.00
	586535	2506687	266130	6/30/2025	1,905.75
S & S BUILDERS HARDWARE CO Total					2,388.75
SALAZAR, RAMON G	V450215	2506632	266077	6/25/2025	199.82
SALAZAR, RAMON G Total					199.82
SAM LEMAN FORD BLOOMINGTON	221058	2506707	266131	6/30/2025	109.70
	112885	2506707	266131	6/30/2025	76.00
SAM LEMAN FORD BLOOMINGTON Total					185.70
SANTANDER LEASING LLC	16422977	260010025	266225	7/2/2025	46,224.00
SANTANDER LEASING LLC Total					46,224.00
SARVER, MICHAEL S	V184460	2506724	266132	6/30/2025	67.01
SARVER, MICHAEL S Total					67.01
SCHOOL OUTFITTERS	INV14287885	260080005	266226	7/2/2025	1,209.86
	INV14287109	260080006	266226	7/2/2025	3,614.76
SCHOOL OUTFITTERS Total					4,824.62
SCHULTZ, NOLAN	Baseball Camp 4	(blank)	49149	6/24/2025	180.00
SCHULTZ, NOLAN Total					180.00
SELECT SCREEN PRINTS	11457 (blank)		49150	6/24/2025	220.00
	65655 (blank)		49150	6/24/2025	86.50
	11739 (blank)		49173	7/10/2025	1,327.50
	65699 (blank)		49653	7/8/2025	798.00
SELECT SCREEN PRINTS Total					2,432.00
SEWING STUDIO, LLC	200981541	260080002	266227	7/2/2025	1,060.00
SEWING STUDIO, LLC Total					1,060.00
SHERWIN WILLIAMS COMPANY	2518-7	2506691	266133	6/30/2025	459.92
	2540-1	2506691	266133	6/30/2025	285.28
	2488-3	2506691	266133	6/30/2025	68.04
	2745-3	2506691	266133	6/30/2025	329.53
	1666-1	2506691	266133	6/30/2025	81.06
	1597-8	2506691	266133	6/30/2025	21.12
	2414-9	2506691	266133	6/30/2025	170.10
	2507-7	2506691	266133	6/30/2025	160.90
	2269-7	2506691	266133	6/30/2025	112.53
	1327-0	2506691	266133	6/30/2025	728.90
	2235-8	2506691	266133	6/30/2025	27.27
	2212-7	2506691	266133	6/30/2025	27.72
	1166-2	2506691	266133	6/30/2025	(0.95)
	9137-4	2506691	266133	6/30/2025	79.13
	8900-6	2506691	266133	6/30/2025	111.60
	8902-2	2506691	266133	6/30/2025	111.60
8901-4	2506691	266133	6/30/2025	(111.60)	
SHERWIN WILLIAMS COMPANY Total					2,662.15
SHIRT TECH	1195 (blank)		49654	7/8/2025	528.00

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SHIRT TECH Total					528.00
SITEONE LANDSCAPE SUPPLY, LLC	154451095-001	2506689	266134	6/30/2025	2,029.49
SITEONE LANDSCAPE SUPPLY, LLC Total					2,029.49
SNAP MOBILE, INC.	INV-503172	263020012	266228	7/2/2025	2,250.00
SNAP MOBILE, INC. Total					2,250.00
SOLIANT HEALTH, LLC	21232129	2506641	266078	6/25/2025	575.00
SOLIANT HEALTH, LLC Total					575.00
STACKHOUSE, BENJAMIN HOLBROOK	Baseball Camp 7	(blank)	49151	6/24/2025	180.00
STACKHOUSE, BENJAMIN HOLBROOK Total					180.00
STARCREST CLEANERS	25160-9030	2506317	266079	6/25/2025	3,433.26
STARCREST CLEANERS Total					3,433.26
STARK EXCAVATING, INC	32524	2506690	266135	6/30/2025	2,497.50
STARK EXCAVATING, INC Total					2,497.50
STEVENS, LAURA A	CONFREF06102025	(blank)	266080	6/25/2025	2,141.23
STEVENS, LAURA A Total					2,141.23
STEVENS, LORI JOANN	Conf Refl Read Rec	(blank)	266205	7/2/2025	2,141.23
STEVENS, LORI JOANN Total					2,141.23
STUARD & ASSOCIATES, INC	53775	2506633	266081	6/25/2025	169.95
	53776	2506634	266081	6/25/2025	345.05
STUARD & ASSOCIATES, INC Total					515.00
STYCK, AMANDA L	V718178	2506717	266136	6/30/2025	122.00
STYCK, AMANDA L Total					122.00
SUNBELT RENTALS INC	169373316-0001	2506688	266137	6/30/2025	1,070.00
SUNBELT RENTALS INC Total					1,070.00
SUNNET HOLDCO 2024	905618780	2506646	266082	6/25/2025	2,728.96
	905618781	2506646	266082	6/25/2025	370.47
	905618782	2506646	266082	6/25/2025	624.54
	905618783	2506646	266082	6/25/2025	2,136.37
	905619572	2506646	266082	6/25/2025	651.47
	905619573	2506646	266082	6/25/2025	267.80
SUNNET HOLDCO 2024 Total					6,779.61
SWANSON, JOEL E	Parking/activities	(blank)	49638	6/25/2025	214.93
SWANSON, JOEL E Total					214.93
TEAM FITZ GRAPHICS	70477	(blank)	49174	7/10/2025	417.00
	70209	(blank)	49655	7/8/2025	4,955.00
TEAM FITZ GRAPHICS Total					5,372.00
THE LIFEGUARD STORE	1491613	(blank)	49152	6/24/2025	633.55
THE LIFEGUARD STORE Total					633.55
THOMAS, BRYAN	Volunteer GC	(blank)	49639	6/25/2025	154.75
THOMAS, BRYAN Total					154.75
TIMECLOCK PLUS, LLC	INV00424082	2505464	266229	7/2/2025	970.31
	INV00417484	2505464	266229	7/2/2025	78,595.70

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TIMECLOCK PLUS, LLC Total					79,566.01
T-MOBILE	STMT062325- CUST.	260020003	266240	7/2/2025	1,259.55
	STMT062325-CELL	260020004	266240	7/2/2025	7,381.80
	STMT062325- HS	260040001	266240	7/2/2025	1,137.75
T-MOBILE Total					9,779.10
TOWN OF NORMAL - UTILITY BILLING	V941093	2500165	266107	6/25/2025	30,423.41
	V250615	2500165	266107	6/25/2025	91.69
	V905852	260010031	266241	7/2/2025	216.17
TOWN OF NORMAL - UTILITY BILLING Total					30,731.27
TRIPLE A ASBESTOS SERVICES, INC.	9695-25170	2506679	266138	6/30/2025	7,580.00
TRIPLE A ASBESTOS SERVICES, INC. Total					7,580.00
TRIPP, DANIEL R	V537078	260060001	266230	7/2/2025	45.00
TRIPP, DANIEL R Total					45.00
TURNER, ANDREW	Baseball Camp 6	(blank)	49153	6/24/2025	1,000.00
TURNER, ANDREW Total					1,000.00
TYLER TECHNOLOGIES, INC	025-514417	260010034	266231	7/2/2025	143,858.49
TYLER TECHNOLOGIES, INC Total					143,858.49
U.S. TENNIS COURT CONSTRUCTION COMPANY		25075 2504923	266232	7/2/2025	75,900.00
U.S. TENNIS COURT CONSTRUCTION COMPANY Total					75,900.00
ULINE		194162635 2506686	266139	6/30/2025	434.78
ULINE Total					434.78
UNIT 5 EDUCATIONAL FOUNDATION	RIVIAN	(blank)	266108	6/25/2025	2,500.00
UNIT 5 EDUCATIONAL FOUNDATION Total					2,500.00
US MECHANICAL SERVICES, INC		30605 2506685	266140	6/30/2025	1,251.10
		30603 2506685	266140	6/30/2025	570.00
US MECHANICAL SERVICES, INC Total					1,821.10
VAUGHN, ALLISON	Baseball Refund	(blank)	49154	6/24/2025	60.00
VAUGHN, ALLISON Total					60.00
VENTRIS LEARNING LLC		20254813 260070005	266233	7/2/2025	1,881.25
VENTRIS LEARNING LLC Total					1,881.25
VISTA LEARNING, NFP	VL125-1240	260050001	266234	7/2/2025	24,782.70
VISTA LEARNING, NFP Total					24,782.70
WALKER, VALENTINE S	MILES202502	(blank)	266083	6/25/2025	85.05
	Iowa Trip	(blank)	49158	6/26/2025	55.30
	Soc Camp supplies	(blank)	49155	6/24/2025	216.85
	Camp and Iowa	(blank)	49175	7/10/2025	79.72
WALKER, VALENTINE S Total					436.92
WATCHFIRE SIGNS LLC		185186 2505254	266235	7/2/2025	116,760.00
		185187 2505254	266235	7/2/2025	4,439.00
		185188 2505254	266235	7/2/2025	18,286.00
WATCHFIRE SIGNS LLC Total					139,485.00
WATTS COPY SYSTEMS, INC. - LEASING		39441802 260010020	266236	7/2/2025	1,577.85
WATTS COPY SYSTEMS, INC. - LEASING Total					1,577.85

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WEATHERPROOFING TECHNOLOGIES, INC.	98103602	2506638	266084	6/25/2025	976,004.50
WEATHERPROOFING TECHNOLOGIES, INC. Total					976,004.50
WILLIAMS, MEGAN K	Essential personal	(blank)	49640	6/25/2025	56.23
WILLIAMS, MEGAN K Total					56.23
WILLIAMS, REAGAN ANDREW	Baseball Camp 3	(blank)	49156	6/24/2025	180.00
WILLIAMS, REAGAN ANDREW Total					180.00
WINSUPPLY	384238	2506684	266141	6/30/2025	1,510.98
	384657	2506684	266141	6/30/2025	322.27
WINSUPPLY Total					1,833.25
WITZIG, DAVID G	Summer 25	(blank)	49641	6/25/2025	720.81
	Reimb Team Books	(blank)	49660	7/11/2025	122.00
WITZIG, DAVID G Total					842.81
ZBROZEK, ADAM W	Zip Ties	(blank)	49656	7/8/2025	29.99
	V112748	260060002	266237	7/2/2025	45.00
ZBROZEK, ADAM W Total					74.99
Grand Total					9,011,784.33

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Fund	Amount
07	32,030.63
08	1,501,401.53
10	798,063.93
20	677,115.63
30	1,927,904.08
40	2,169,024.89
80	617,699.11
90	1,153,019.66
99	135,524.87
Grand Total	9,011,784.33

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ABLENET, INC.	C1402655	260090037	266301	7/16/2025	440.00
ABLENET, INC. Total					440.00
ALBRECHTSEN, DONETTE BRITTON	Reimbursement	260090024	266302	7/16/2025	30.00
ALBRECHTSEN, DONETTE BRITTON Total					30.00
ALPHA BAKING CO., INC.	June STMT 2025	260030005	266303	7/16/2025	254.32
ALPHA BAKING CO., INC. Total					254.32
AMAYA, ELYSIA M	Reimbursement	260090026	266304	7/16/2025	25.00
AMAYA, ELYSIA M Total					25.00
AMAZON CAPITAL SERVICES	1PMR-JXCR-QNRP	263020015	266305	7/16/2025	256.08
	14PG-F31H-73GX	260090045	266305	7/16/2025	498.42
	1XFH-GTCY-4RTJ	260090057	266305	7/16/2025	574.02
	16YR-K4D1-K4N3	263020014	266305	7/16/2025	444.48
	11LF-4W4K-WHXR	260080029	266305	7/16/2025	164.88
	1J13-7N6R-CGQ9	260080027	266305	7/16/2025	42.98
	1LPJ-K4WX-YKL9	260070008	266305	7/16/2025	371.19
	1X4C-61M3-373V	2506256	266305	7/16/2025	12.99
	1HVV-R7YY-HXHV	260020005	266305	7/16/2025	66.14
	13LG-GKQF-RCNF	260060008	266305	7/16/2025	75.97
	19KK-HJ11-WHHX	2506699	266305	7/16/2025	51.48
	1TGD-VM6Q-RQPD	2506403	266305	7/16/2025	58.68
	11MG-LTPT-Q7NH	260080025	266305	7/16/2025	139.33
	1W1J-1VJN-YMKQ	260080027	266305	7/16/2025	573.34
	19G4-1LXQ-FRRW	263020011	266305	7/16/2025	184.16
	1N7J-F3TH-CHYY	260090014	266305	7/16/2025	349.40
	1X9Y-K7VR-HQJM	2505868	266305	7/16/2025	1,451.26
	1W6Q-Y7DH-63PG	2505736	266305	7/16/2025	433.49
AMAZON CAPITAL SERVICES Total					5,748.29
AMEREN IL	V68211	260010043	266293	7/16/2025	289.12
	V337989	260010037	266293	7/16/2025	418.93
AMEREN IL Total					708.05
B&K TECHNOLOGY SOLUTIONS LLC	38465	260040022	266306	7/16/2025	2,260.00
	38458	260040021	266306	7/16/2025	2,345.00
	38410	260040016	266306	7/16/2025	2,452.50
B&K TECHNOLOGY SOLUTIONS LLC Total					7,057.50
BABBS, SUSAN DANYELLE	Reimbursement...	260090017	266307	7/16/2025	22.52
BABBS, SUSAN DANYELLE Total					22.52
BABY FOLD	20206	260060018	266308	7/16/2025	28,062.09
	20207	260060018	266308	7/16/2025	20,270.75
BABY FOLD Total					48,332.84
BENNETT ELECTRONICS	37991	260040012	266309	7/16/2025	6,343.00
	37729	2506648	266309	7/16/2025	122.00
BENNETT ELECTRONICS Total					6,465.00
BOOK SYSTEMS	143712	260040018	266310	7/16/2025	22,379.00
BOOK SYSTEMS Total					22,379.00
BOOKS DEL SUR	2025-4280	260100002	266311	7/16/2025	243.87
BOOKS DEL SUR Total					243.87
BROWN, HAY & STEPHENS	582310	260010045	266312	7/16/2025	325.00

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Vendor	Invoice	PO No.	Check No.	Check Date	Amount
BROWN, HAY & STEPHENS	582311	260010045	266312	7/16/2025	787.50
	582312	260010045	266312	7/16/2025	125.00
	580529	260010045	266312	7/16/2025	75.00
	580530	260010045	266312	7/16/2025	200.00
	580531	260010045	266312	7/16/2025	625.00
	580532	260010045	266312	7/16/2025	125.00
BROWN, HAY & STEPHENS Total					2,262.50
BSN SPORTS	930130892	263020018	266313	7/16/2025	6,784.84
	930130896	263020018	266313	7/16/2025	2,669.78
	930130894	263520001	266313	7/16/2025	4,784.79
	930130893	263520010	266313	7/16/2025	7,679.70
	930092647	2506423	266313	7/16/2025	954.98
	930081285	263520013	266313	7/16/2025	1,140.77
	930070025	263520017	266313	7/16/2025	3,247.99
	929999776	2506423	266313	7/16/2025	1,388.02
	929939065	2506372	266313	7/16/2025	7,827.66
	929870954	2506423	266313	7/16/2025	2,000.79
	929862524	2506423	266313	7/16/2025	1,391.32
	929728479	2506423	266313	7/16/2025	747.32
	BSN SPORTS Total				
BUSHUE BACKGROUND SCREENING	McLean5-20250630	260010040	266314	7/16/2025	4,644.00
	McLean5EHR-20250630	260010040	266314	7/16/2025	2,176.00
	McLean5vols-20250630	260010040	266314	7/16/2025	51.00
BUSHUE BACKGROUND SCREENING Total					6,871.00
BUSHUE HUMAN RESOURCES, INC.	12301	260050004	266315	7/16/2025	12,000.00
BUSHUE HUMAN RESOURCES, INC. Total					12,000.00
CASEY'S GARDEN CENTER	643055	263020016	266316	7/16/2025	115.99
CASEY'S GARDEN CENTER Total					115.99
CCMSI	0169353-IN	260010041	266317	7/16/2025	12,960.00
CCMSI Total					12,960.00
CDW COMPUTER CENTERS, INC	ZR00746132	260040015	266318	7/16/2025	125.36
	AE6XK4E	260040005	266318	7/16/2025	30,750.00
	AE6MN4Y	260040003	266318	7/16/2025	17,500.00
	AE5UI2M	2506426	266318	7/16/2025	9,800.00
	AE5KF3E	2506426	266318	7/16/2025	16,400.00
CDW COMPUTER CENTERS, INC Total					74,575.36
CHAPMAN, CARRIE J	Reimbursement.	260090042	266319	7/16/2025	20.00
CHAPMAN, CARRIE J Total					20.00
CHI BETA BETA CHAPTER	1911-3	260060014	266320	7/16/2025	110.00
CHI BETA BETA CHAPTER Total					110.00
CIMALA, DAWN P	Reimbursement.	260090029	266321	7/16/2025	30.00
CIMALA, DAWN P Total					30.00
CITY OF BLOOMINGTON - UTILITIES	1622409	260010005	266245	7/16/2025	1,213.02
CITY OF BLOOMINGTON - UTILITIES Total					1,213.02
CODRON, ANGELA R	Reimbursement..	260060017	266322	7/16/2025	45.00
CODRON, ANGELA R Total					45.00
CONFIDENTIAL ON-SITE PAPER SHREDDIN	161085	260010039	266323	7/16/2025	267.33

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Vendor	Invoice	PO No.	Check No.	Check Date	Amount
CONFIDENTIAL ON-SITE PAPER SHREDDIN Total					267.33
CONSTELLATION NEWENERGY, INC.	70957646701	260010028	266246	7/16/2025	71,101.15
CONSTELLATION NEWENERGY, INC. Total					71,101.15
Copass, Joanna Kay	CONFREF06172025	(blank)	266247	7/16/2025	330.00
Copass, Joanna Kay Total					330.00
CRISIS PREVENTION INSTITUTE	NAIN-172302	260090051	266324	7/16/2025	18,796.00
CRISIS PREVENTION INSTITUTE Total					18,796.00
CUMULUS MEDIA-BLOOMINGTON	BB4398230	260060013	266325	7/16/2025	210.00
CUMULUS MEDIA-BLOOMINGTON Total					210.00
DECKER, JENNIFER SUE	Reimbursement	260090023	266326	7/16/2025	28.68
DECKER, JENNIFER SUE Total					28.68
DISCOVERY EDUCATION, INC.	CINV-214867	260080030	266327	7/16/2025	27,200.06
	CINV-214868	260080030	266327	7/16/2025	18,564.00
	CINV-217246	260080030	266327	7/16/2025	6,000.00
DISCOVERY EDUCATION, INC. Total					51,764.06
EMBERSON, MATTHEW DAVID	V285954	263010003	266248	7/16/2025	61.51
EMBERSON, MATTHEW DAVID Total					61.51
EMBRACE EDUCATION	18338	260090036	266328	7/16/2025	34,232.64
EMBRACE EDUCATION Total					34,232.64
ENGLER CALLAWAY BAASTEN & SRAGA, LLC	35465	260090054	266329	7/16/2025	923.50
ENGLER CALLAWAY BAASTEN & SRAGA, LLC Total					923.50
EVANS, ANNA G	Reimbursement	260090019	266330	7/16/2025	24.95
EVANS, ANNA G Total					24.95
FRONTIER	V476074	260010030	266294	7/16/2025	559.76
FRONTIER Total					559.76
FULLING INTERPRETING SERVICES, LLC.	25111	260090035	266331	7/16/2025	100.00
FULLING INTERPRETING SERVICES, LLC. Total					100.00
GIBLER, ASHLEIGH KATE	Conf. reimburse	260090025	266332	7/16/2025	475.00
GIBLER, ASHLEIGH KATE Total					475.00
GOPHER LEARNING	5030649	260080040	266333	7/16/2025	2,596.92
GOPHER LEARNING Total					2,596.92
GORDON FOOD SERVICE, INC	9024123285	260030006	266334	7/16/2025	85.54
	9024123286	260030006	266334	7/16/2025	843.63
	9024123289	260030006	266334	7/16/2025	2,692.04
	9024123293	260030006	266334	7/16/2025	4,237.20
GORDON FOOD SERVICE, INC Total					7,858.41
HARTKE, COLLEEN K	Reimbursement	260090018	266335	7/16/2025	24.54
HARTKE, COLLEEN K Total					24.54
Hausler, Barbara K	Reimbursement	260090028	266336	7/16/2025	25.00
Hausler, Barbara K Total					25.00
HAYS, CAITLIN D	MILES202506	(blank)	266249	7/16/2025	195.72

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Vendor	Invoice	PO No.	Check No.	Check Date	Amount
HAYS, CAITLIN D Total					195.72
HEARTSPRING	18159	260090060	266337	7/16/2025	27,565.11
HEARTSPRING Total					27,565.11
HINTHORNE, DIANE KAY	Reimbursement	260090020	266338	7/16/2025	13.00
HINTHORNE, DIANE KAY Total					13.00
HODGES LOIZZI EISENHAMMER RODICK &	65919	260010044	266339	7/16/2025	356.69
	65517	260010044	266339	7/16/2025	218.89
HODGES LOIZZI EISENHAMMER RODICK & Total					575.58
HUDSON MUNICIPAL WATER	STMT061725	260010002	266250	7/16/2025	154.76
HUDSON MUNICIPAL WATER Total					154.76
ILSROA	25-255	260060010	266340	7/16/2025	600.00
ILSROA Total					600.00
IRON MOUNTAIN	KMGG309	260010036	266341	7/16/2025	5,541.00
IRON MOUNTAIN Total					5,541.00
JOSTENS, INC	37318256	263020017	266342	7/16/2025	17.05
JOSTENS, INC Total					17.05
JUMP 4 JOY SQUAD, INC.	FreedomInv 2025	260060011	266343	7/16/2025	750.00
JUMP 4 JOY SQUAD, INC. Total					750.00
KARR, NATALIE ANN	Reimbursement	260090021	266344	7/16/2025	30.00
KARR, NATALIE ANN Total					30.00
KEARFOTT, NICOLAS	MILES202506	(blank)	266251	7/16/2025	555.24
KEARFOTT, NICOLAS Total					555.24
KEARFOTT, STEPHANIE	Reimbursement.	260090043	266345	7/16/2025	22.66
KEARFOTT, STEPHANIE Total					22.66
KNOLLENBERG, HOLLY N	MILES202506	(blank)	266252	7/16/2025	56.14
KNOLLENBERG, HOLLY N Total					56.14
LIFELONG ACCESS	29531 29197 28947	260090053	266253	7/16/2025	520.00
LIFELONG ACCESS Total					520.00
LIMINEX, INC.	INV-131820	260040017	266346	7/16/2025	37,500.00
LIMINEX, INC. Total					37,500.00
LINCOLN PRAIRIE BEHAVIORAL HEALTH C	2021-21544	260090033	266254	7/16/2025	375.00
LINCOLN PRAIRIE BEHAVIORAL HEALTH C Total					375.00
LUTES, KELSEY	5/16-6/30/25 Hours	260090039	266347	7/16/2025	962.50
LUTES, KELSEY Total					962.50
MCLEAN-DEWITT REGIONAL VOCATIONAL S	V919857	260080041	266295	7/16/2025	50,691.25
MCLEAN-DEWITT REGIONAL VOCATIONAL S Total					50,691.25
MENTA ACADEMY SPRINGFIELD	SESINV-050314	260090031	266255	7/16/2025	29,598.36
MENTA ACADEMY SPRINGFIELD Total					29,598.36
MEYER, DAMON	MILES202506	(blank)	266296	7/16/2025	37.80
MEYER, DAMON Total					37.80

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MIDLAND PAPER COMPANY	IN02479579	2506441	266256	7/16/2025	3,174.00
MIDLAND PAPER COMPANY Total					3,174.00
MINERVA PROMOTIONS	I06710	260060015	266257	7/16/2025	1,147.93
	I06711	260060015	266257	7/16/2025	838.98
	I06712	260060015	266257	7/16/2025	565.20
	I06713	260060015	266257	7/16/2025	616.87
	I06714	260060015	266257	7/16/2025	936.41
MINERVA PROMOTIONS Total					4,105.39
NEURORESTORATIVE IL	0625-381373	260090061	266258	7/16/2025	42,449.08
NEURORESTORATIVE IL Total					42,449.08
NEXTERA ENERGY SERVICES	G404551070925	260010027	266259	7/16/2025	12,874.62
NEXTERA ENERGY SERVICES Total					12,874.62
NICOR GAS	V212280	260010026	266297	7/16/2025	12.44
	V244026	260010026	266297	7/16/2025	319.29
	V76637	260010026	266300	7/16/2025	114.11
	V924094	260010026	266297	7/16/2025	166.69
NICOR GAS Total					612.53
NIKOLANCI, JULIE M	MILES202506	(blank)	266260	7/16/2025	18.90
NIKOLANCI, JULIE M Total					18.90
NORMAL , TOWN OF	2025-0707U5	260080032	266261	7/16/2025	162.00
NORMAL , TOWN OF Total					162.00
NORMAL WEST HIGH SCHOOL	V115741	263520020	266298	7/16/2025	800.00
NORMAL WEST HIGH SCHOOL Total					800.00
NUTOYS LEISURE PRODUCTS, INC.	SUGAR CREEK	260110006	266262	7/16/2025	58,500.00
NUTOYS LEISURE PRODUCTS, INC. Total					58,500.00
PEARSON		28916019 260090040	266263	7/16/2025	3,787.50
PEARSON Total					3,787.50
PETERSON, KAILEY A	ConfRef07072025	(blank)	266264	7/16/2025	268.80
PETERSON, KAILEY A Total					268.80
PHILADELPHIA INSURANCE CO		2008287515 260010042	266265	7/16/2025	3,377.00
PHILADELPHIA INSURANCE CO Total					3,377.00
READING READING BOOKS, LLC		43668 260070010	266266	7/16/2025	225.00
READING READING BOOKS, LLC Total					225.00
REGIONAL OFFICE OF EDUCATION #17		1002600043 260090027	266267	7/16/2025	9,649.34
REGIONAL OFFICE OF EDUCATION #17 Total					9,649.34
RIDDELL ALL AMERICAN		60539571 263520002	266268	7/16/2025	4,032.50
RIDDELL ALL AMERICAN Total					4,032.50
ROOMTAGZ COMPANY		3637 260110002	266269	7/16/2025	1,539.80
ROOMTAGZ COMPANY Total					1,539.80
SCHOOL HEALTH CORPORATION	CINV000259460	263520007	266270	7/16/2025	127.52
SCHOOL HEALTH CORPORATION Total					127.52

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Vendor	Invoice	PO No.	Check No.	Check Date	Amount
SELECT SCREEN PRINTS	11435	260030004	266271	7/16/2025	5,527.50
SELECT SCREEN PRINTS Total					5,527.50
SPECIALIZED EDUCATION OF ILLINOIS	INV224169	260090032	266272	7/16/2025	2,706.60
SPECIALIZED EDUCATION OF ILLINOIS Total					2,706.60
SPORTS IMPORTS, INC.	31823	263520019	266273	7/16/2025	6,606.05
SPORTS IMPORTS, INC. Total					6,606.05
STAVER, CARLA SUE	12.48	260090022	266274	7/16/2025	12.48
STAVER, CARLA SUE Total					12.48
SUNET HOLDCO 2024	905660126	260010046	266275	7/16/2025	2,246.12
	905660123	260010047	266275	7/16/2025	2,517.39
	905660124	260010047	266275	7/16/2025	881.39
	905660125	260010047	266275	7/16/2025	861.53
	905660128	260010047	266275	7/16/2025	506.42
	905660129	260010047	266275	7/16/2025	21.93
SUNET HOLDCO 2024 Total					7,034.78
SWANN SPECIAL CARE CENTER	STMT06302025	260090030	266276	7/16/2025	6,570.60
SWANN SPECIAL CARE CENTER Total					6,570.60
TELUS HEALTH (US) LTD.	2387743	260050005	266277	7/16/2025	9,809.28
TELUS HEALTH (US) LTD. Total					9,809.28
TEMPLES, WESLEY G	MILES202506	(blank)	266278	7/16/2025	82.74
TEMPLES, WESLEY G Total					82.74
THE OMNI GROUP	2507-7601	260010038	266279	7/16/2025	30.00
THE OMNI GROUP Total					30.00
THOMSON REUTERS-WEST	852172459	260010004	266280	7/16/2025	1,599.18
THOMSON REUTERS-WEST Total					1,599.18
TOUCHTONE COMMUNICATIONS	3705928	260010029	266281	7/16/2025	563.67
TOUCHTONE COMMUNICATIONS Total					563.67
TOWANDA WATER DEPARTMENT	STMT06232025	260010001	266282	7/16/2025	65.02
TOWANDA WATER DEPARTMENT Total					65.02
TRAINERS WAREHOUSE	837744	260070012	266283	7/16/2025	238.65
TRAINERS WAREHOUSE Total					238.65
UNIFIRST CORPORATION	STMT06302025	(blank)	266284	7/16/2025	1,465.72
UNIFIRST CORPORATION Total					1,465.72
VILLAGE OF CARLOCK.	10738	260020001	266285	7/16/2025	22.50
VILLAGE OF CARLOCK. Total					22.50
WALKER, MARY M	V357703	260090016	266286	7/16/2025	23.75
WALKER, MARY M Total					23.75
WATTS COPY SYSTEMS, INC. - LEASING	39611808	260010021	266287	7/16/2025	5,546.85
WATTS COPY SYSTEMS, INC. - LEASING Total					5,546.85
WILLIAMS, JEFFERY L.	V570811	260070009	266288	7/16/2025	2,233.85
WILLIAMS, JEFFERY L. Total					2,233.85

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Vendor	Invoice	PO No.	Check No.	Check Date	Amount
WILSON-PRIDGEN, ISOKE ABEO	V435070	260090015	266289	7/16/2025	24.42
WILSON-PRIDGEN, ISOKE ABEO Total					24.42
YERKE, MOLLY	MILES202506	(blank)	266290	7/16/2025	11.62
YERKE, MOLLY Total					11.62
YOUTHBUILD MCLEAN CO.CHARTER SCHOOL	040125 063025	260080031	266299	7/16/2025	73,816.85
YOUTHBUILD MCLEAN CO.CHARTER SCHOOL Total					73,816.85
ZIMMERMAN, SHELLI		1964 260090034	266291	7/16/2025	120.00
ZIMMERMAN, SHELLI Total					120.00
ZOBEL, DANIEL B	MILES202505	(blank)	266292	7/16/2025	26.46
	MILES202504	(blank)	266292	7/16/2025	247.52
ZOBEL, DANIEL B Total					273.98
Grand Total					857,757.91

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Fund	Amount
10	714,221.13
20	97,727.95
30	5,532.00
40	1,925.57
80	38,351.26
Grand Total	857,757.91



MCLEAN COUNTY UNIT SCHOOL DISTRICT NO. 5
Statement of Revenues, Expenditures, And Changes In Fund Balances
Operating Funds (Educational, Operations & Maintenance, Transportation and Tort)
Fiscal Year-To-Date Ending May 31, 2025

	Month-To-Date	Year-To-Date	Budget	% YTD Budget
REVENUE COLLECTED				
Local Sources:				
Property Taxes	19,711,414	71,217,814	121,384,903	58.7%
Personal Property Replacement Tax (PPRT)	543,209	2,452,926	2,470,524	99.3%
Food Service	200,501	2,930,891	3,064,429	95.6%
District Fees	26,365	1,682,723	1,800,971	93.4%
Other Local Sources	154,156	2,266,745	1,574,750	143.9%
State Sources:				
Evidence Based Funding	2,254,696	22,553,292	24,801,659	90.9%
Special Education	-	1,472,661	1,705,760	86.3%
Transportation Claim	-	5,244,853	7,753,857	67.6%
Early Childhood	-	1,773,039	1,843,534	96.2%
Other State Sources	15,805	356,997	509,381	70.1%
Federal Sources:				
Food Service	427,294	3,261,563	3,464,158	94.2%
ESEA Title I	-	3,055,688	2,502,372	122.1%
Special Education (IDEA)	81,601	4,118,884	3,557,577	115.8%
Medicaid Matching	-	1,164,562	1,400,000	83.2%
Other Federal Sources	11,542	4,593,099	5,511,575	83.3%
Total Revenue Collected	23,426,581	128,145,736	183,345,450	69.9%
EXPENDITURES PAID				
Instruction:				
Salaries & Benefits	7,955,671	85,239,845	92,272,078	92.4%
Other Objects	575,332	6,486,619	8,076,552	80.3%
Support Services - Pupil Related:				
Salaries & Benefits	1,454,403	14,787,521	12,946,302	114.2%
Other Objects	156,832	1,159,948	1,494,585	77.6%
Support Services - Other:				
Salaries & Benefits	2,080,856	24,360,802	26,605,607	91.6%
Other Objects	921,866	26,363,888	31,001,028	85.0%
Community Services	85,767	950,685	1,089,160	87.3%
Nonprogrammed Charges	218,102	847,774	647,954	130.8%
Capital Outlay	316,390	5,979,728	2,596,744	230.3%
Debt Service	-	46,224	46,225	100.0%
Total Expenditures Paid	13,765,219	166,223,033	176,776,235	94.0%
NET CHANGE IN FUND BALANCE BEFORE OTHER FINANCING SOURCES (USES)	9,661,362	(38,077,297)	6,569,215	
OTHER FINANCING SOURCES (USES)				
Proceeds from Issuance of Debt	4,705,210	7,337,516	-	0.0%
Proceeds from Fixed Asset Disposal	-	36,581	-	0.0%
Transfers In	-	-	-	0.0%
Other Sources	-	-	-	0.0%
Transfers Out	(9,170)	(1,286,634)	(1,229,734)	104.6%
Other Uses	-	-	-	0.0%
Total Other Financing Sources (Uses)	4,696,041	6,087,463	(1,229,734)	-495.0%
NET CHANGE IN FUND BALANCE	14,357,402	(31,989,834)	5,339,481	



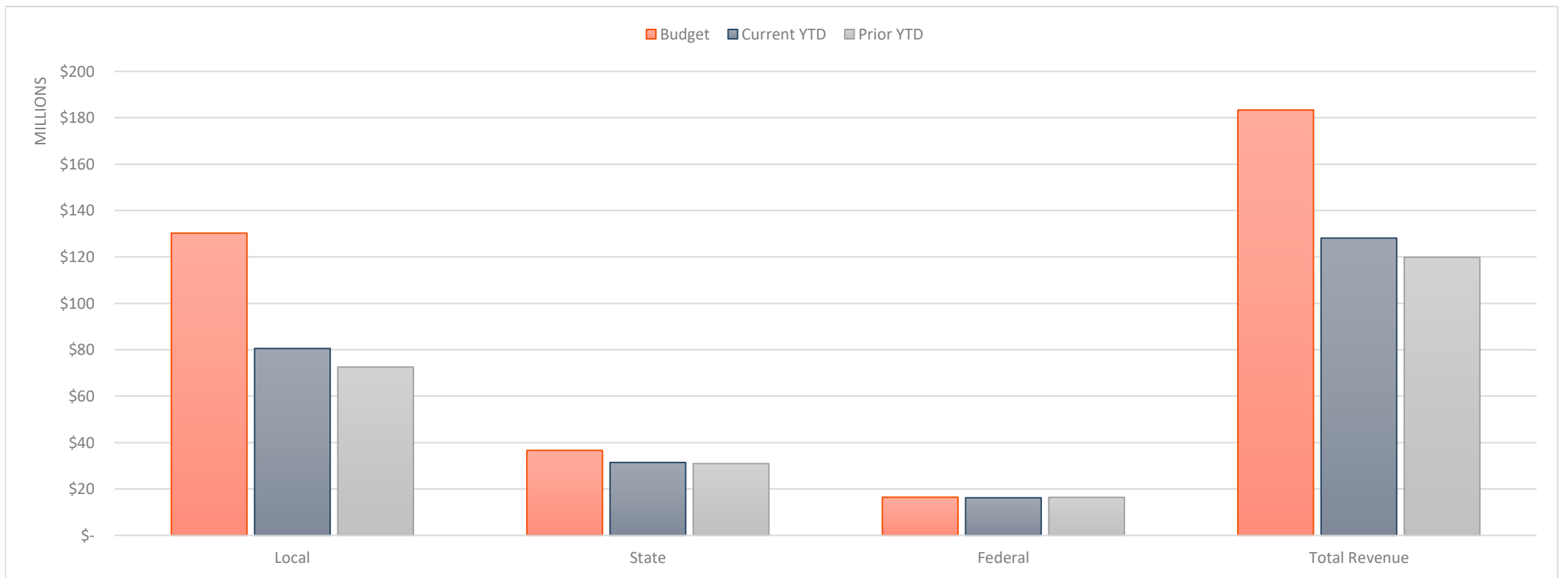
MCLEAN COUNTY UNIT SCHOOL DISTRICT NO. 5
Statement of Fund Balances
Governmental Funds (Excluding Student Activity Funds) and Internal Service Funds
Fiscal Year-To-Date Ending May 31, 2025

	Fund Balance 7/1/2024	Revenues	Expenditures	Other Sources (Uses)	Fund Balance 5/31/2025	Interfund Loan (Receivable)	Cash Balance	Investments
GOVERNMENTAL FUNDS								
Operating Funds:								
Educational	21,086,959	104,843,411	133,370,554	5,452,025	(1,988,160)	12,300,000	11,381,216	-
Operations & Maintenance	1,641,659	10,228,699	14,974,831	633,938	(2,470,535)	3,400,000	909,178	-
Transportation	2,263,172	8,989,784	12,265,447	1,500	(1,010,991)	1,800,000	790,564	-
Tort Immunity	476,952	4,083,842	5,612,201	-	(1,051,407)	1,800,000	751,202	-
Total Operating Funds	25,468,742	128,145,736	166,223,033	6,087,463	(6,521,093)	19,300,000	13,832,160	-
Other Funds:								
Debt Service	18,563,917	20,649,303	38,238,627	1,603,870	2,578,463	-	2,260,147	318,316
Social Security	1,422,068	2,141,271	2,967,704	-	595,635	-	591,839	-
Municipal Retirement (IMRF)	1,811,099	1,215,877	1,766,420	-	1,260,556	-	1,586,306	-
Capital Projects	-	-	-	-	-	-	-	-
Working Cash	54,478,129	3,152,812	-	-	57,630,942	(22,450,000)	8,022,326	27,158,616
Fire Prevention & Safety	384,616	949,986	910,084	10,000,000	10,424,519	-	404,061	10,020,458
Total Other Funds	76,659,829	28,109,250	43,882,835	11,603,870	72,490,114	(22,450,000)	12,864,678	37,497,390
Total Governmental Funds	102,128,570	156,254,986	210,105,867	17,691,332	65,969,021	(3,150,000)	26,696,838	37,497,390
INTERNAL SERVICE FUNDS								
Self-Funded Insurance Fund	524,436	20,749,484	22,339,364	-	(1,065,445)	3,150,000	2,060,619	-

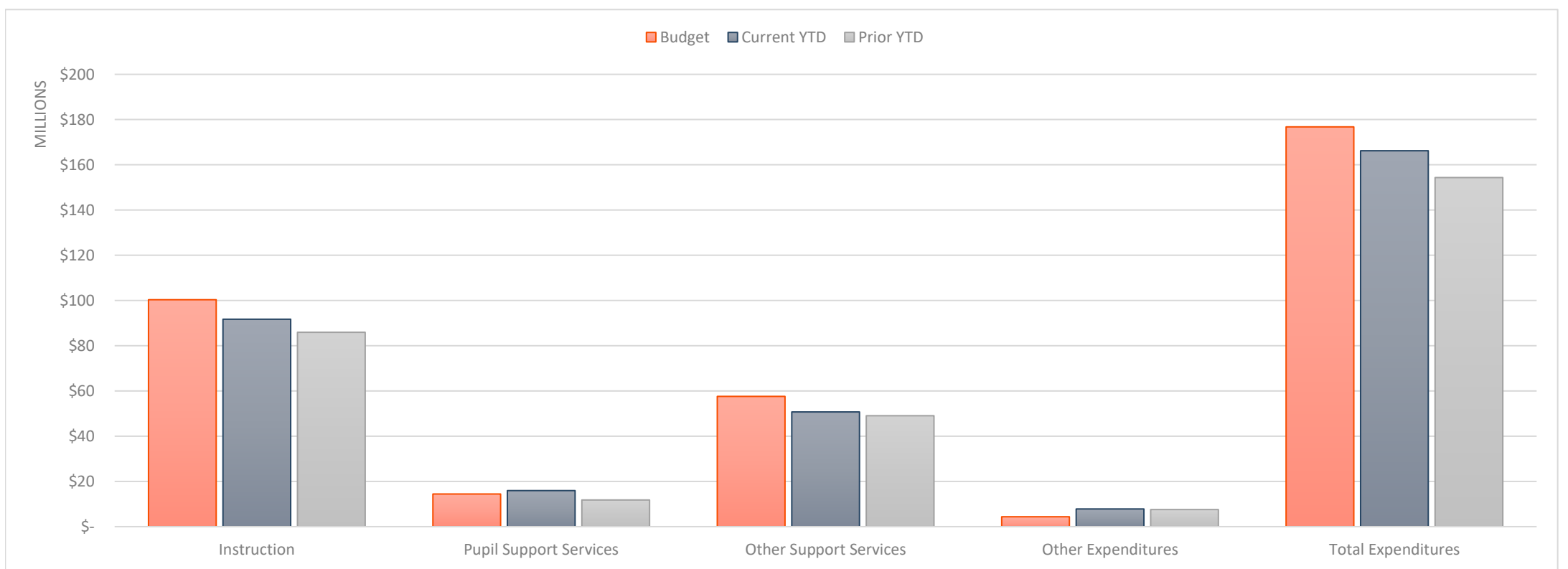


MCLEAN COUNTY UNIT SCHOOL DISTRICT NO. 5 Operating Funds (Educational, Operations & Maintenance, Transportation and Tort) Dashboard Fiscal Year-To-Date Ending May 31, 2025

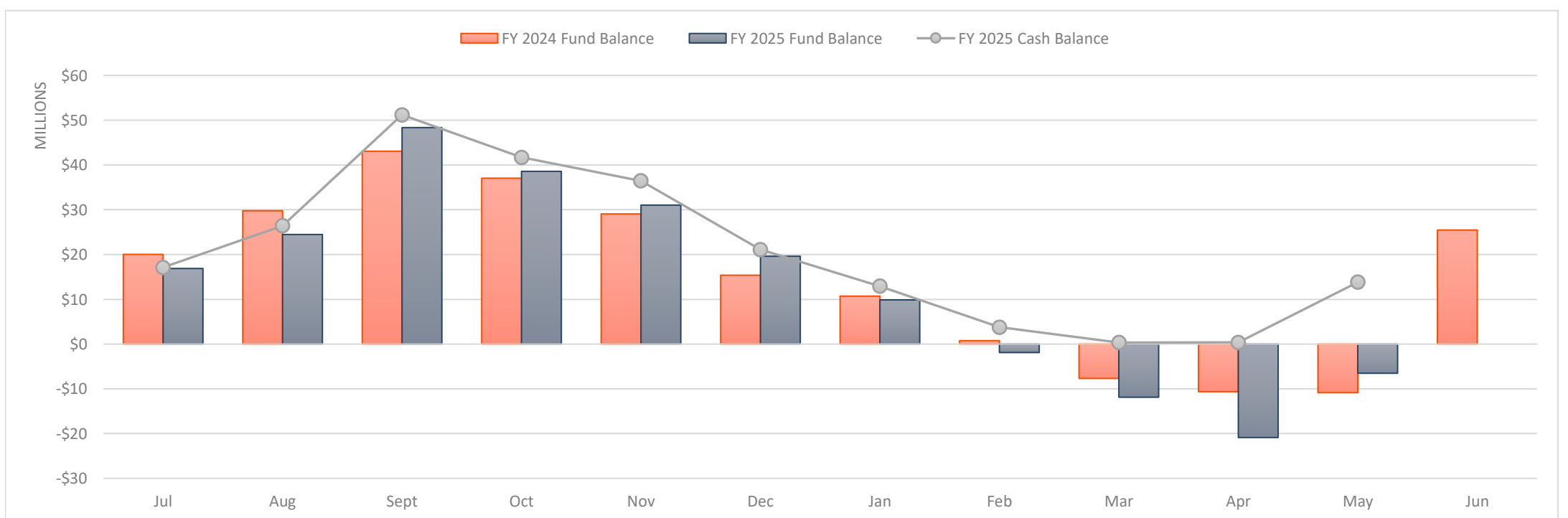
REVENUES - BUDGET, CURRENT YTD AND PRIOR YTD



EXPENDITURES - BUDGET, CURRENT YTD AND PRIOR YTD



FUND BALANCE & CASH BALANCE



Identity Protection

The collection, storage, use, and disclosure of social security numbers by the School District shall be consistent with State and federal laws. The goals for managing the District's collection, storage, use, and disclosure of social security numbers are to:

1. Limit all activities involving social security numbers to those circumstances that are authorized by State or federal law.
2. Protect each social security number collected or maintained by the District from unauthorized disclosure.

The Superintendent or designee is responsible for ensuring that the District complies with the Identity Protection Act, 5 ILCS 179/. Compliance measures shall include each of the following:

1. All employees having access to social security numbers in the course of performing their duties shall be trained to protect the confidentiality of social security numbers. Training should include instructions on the proper handling of information containing social security numbers from the time of collection through the destruction of the information.
2. Only employees who are required to use or handle information or documents that contain social security numbers shall have access to such information or documents.
3. Social security numbers requested from an individual shall be provided in a manner that makes the social security number easily redacted if the record is required to be released as part of a public records request.
4. When collecting a social security number or upon request by an individual, a statement of the purpose(s) for which the District is collecting and using the social security number shall be provided. The stated reason for collection of the social security number must be relevant to the documented purpose.
5. All employees must be advised of this policy's existence and a copy of the policy must be made available to each employee. The policy must also be made available to any member of the public, upon request.
6. If this policy is amended, employees will be advised of the existence of the amended policy and a copy of the amended policy will be made available to each employee.

No District employee shall collect, store, use, or disclose an individual's social security number unless specifically authorized by the Superintendent or designee. This policy shall not be interpreted as a guarantee of the confidentiality of social security numbers and/or other personal information. The District will use best efforts to comply with this policy, but this policy should not be construed to convey any rights to protection of information not otherwise afforded by law.

Treatment of Personally Identifiable Information Under Grant Awards

The Superintendent ensures that the District takes reasonable cybersecurity and other measures to safeguard information including: (1) *protected personally identifiable information*, (2) other types of information that a federal agency, pass-through entity, or State awarding agency designates as sensitive, such as *personally identifiable information* (PII), and (3) information that the District considers to be sensitive consistent with applicable laws regarding privacy and confidentiality (collectively, *sensitive information*), when administering federal grant awards and State grant awards governed by the Grant Accountability and Transparency Act (30 ILCS 708/).

The Superintendent shall establish procedures for the identification, handling, storage, access, disposal and overall confidentiality of sensitive information. The Superintendent shall ensure that

employees and contractors responsible for the administration of a federal or State award for the District receive regular training in the safeguarding of sensitive information. Employees mishandling sensitive information are subject to discipline, up to and including dismissal.

LEGAL REF.: 2 C.F.R. §200.303(e).
5 ILCS 179/, Identity Protection Act.
30 ILCS 708/, Grant Accountability and Transparency Act.
50 ILCS 205/3, Local Records Act.
105 ILCS 10/, Illinois School Student Records Act.

CROSS REF.: 2.250 (Access to District Public Records), 5.150 (Personnel Records), 7.340 (Student Records), 7.345 (Use of Educational Technologies; Student Data Privacy and Security)

General Personnel – Equal Employment Opportunity

The District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of violence; genetic information; physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; reproductive health decisions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; family responsibilities; or other legally protected categories.

No one will be penalized solely for the person's status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager under Board Policy 2.260, *Uniform Grievance Procedure*, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board Policy 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. These individuals are listed below. No employee or applicant will be discriminated against because the employee:

- (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act; or
- (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager under Board Policy 2.260, *Uniform Grievance Procedure*. The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.

Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Manager:	Name:	M. Curt Richardson
	Address:	1809 W. Hovey Ave. Normal, IL 61761
	Email:	richardmc@unit5.org
	Telephone:	(309) 557-4082

Complaint Managers:	Name:	Heather Rogers
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Adopted: April 23, 1997
Reviewed: June 2025
Amended: July 16, 2025

Address: 1809 W. Hovey Ave.
Normal, IL 61761
Email: rogersh@unit5.org
Telephone: (309) 557-4041

Name: Dr. Kristal Shelvin
Address: 1809 W. Hovey Ave.
Normal, IL 61761
Email: shelvik@unit5.org
Telephone: (309) 557-4035

Name: Dr. Brandon Caffey
Address: 1809 West Hovey Ave.
Normal, IL 61761
Email: caffeyb@unit5.org
Telephone: (309) 557-4027

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.
29 U.S.C. §206(d), Equal Pay Act.
29 U.S.C. §218d, Fair Labor Standards Act.
29 U.S.C. §621 et seq., Age Discrimination in Employment Act.
29 U.S.C. §791 et seq., Rehabilitation Act of 1973.
38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).
42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.
42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964, implemented by 29 C.F.R. Part 1601.
42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.
42 U.S.C. §2000gg et seq., Pregnant Workers Fairness Act; 29 C.F.R Part 1636.
42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.
Ill. Constitution, Art. I, §§17, 18, and 19.
105 ILCS 5/10-20.7, 5/10-20.7a, 5/10-21.1, 5/10-22.4, 5/10-23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.

Adopted: April 23, 1997
Reviewed: June 2025
Amended: July 16, 2025

410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.
410 ILCS 513/25, Genetic Information Protection Act.
740 ILCS 174/, Ill. Whistleblower Act.
775 ILCS 5/1-103, 5/2-101, 5/2-102, 5/2-103, 5/2-103.1, 5/2-104(D), and 5/6-101, Ill. Human Rights Act.
775 ILCS 35/, Religious Freedom Restoration Act.
820 ILCS 55/10, Right to Privacy in the Workplace Act.
820 ILCS 70/, Employee Credit Privacy Act.
820 ILCS 75/, Job Opportunities for Qualified Applicants Act.
820 ILCS 112/, Ill. Equal Pay Act of 2003.
820 ILCS 180/30, Victims' Economic Security and Safety Act.
820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2.260 (Uniform Grievance Procedure), 2.265 (Title IX Grievance Procedure), 2.270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5.20 (Workplace Harassment Prohibited), 5.30 (Hiring Process and Criteria), 5.40 (Communicable and Chronic Infectious Disease), 5.50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis), 5.70 (Religious Holidays), 5.180 (Temporary Illness or Temporary Incapacity), 5.200 (Terms and Conditions of Employment and Dismissal), 5.250 (Vacation, Holidays, and Leaves of Absence), 5.270 (Employment At-Will, Compensation, and Assignment), 5.300 (Schedules and Employment Year), 5.330 (Vacation, Holidays, and Leaves), 7.10 (Equal Educational Opportunities), 7.180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8.70 (Accommodating Individuals with Disabilities)

General Personnel – Workplace Harassment Prohibited

The District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, work authorization status, disability, pregnancy, marital status, family responsibilities, reproductive health decisions, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5.10, *Equal Employment Opportunity*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2.260, *Uniform Grievance Procedure*; 2.265, *Title IX Grievance Procedure*; 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*; 7.20, *Harassment of Students Prohibited*; 7.180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; and 7.185, *Teen Dating Violence Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Report or Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors, and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such reports or complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved employees, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: the employee's immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, Title IX Coordinator, and/or a Complaint Manager. Employees may also report claims using Board Policy 2.260, *Uniform Grievance Procedure*. If a claim is reported using Board Policy 2.260, the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.

Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Manager: Name: M. Curt Richardson
Address: 1809 West Hovey Ave.
Normal, IL 61761
Email: richardmc@unit5.org
Telephone: (309) 557-4082

Complaint Managers: Name: Heather Rogers
Address: 1809 W. Hovey Ave.
Normal, IL 61761
Email: rogersh@unit5.org
Telephone: (309) 557-4041

Name: Dr. Kristal Shelvin
Address: 1809 W. Hovey Ave.
Normal, IL 61761
Email: shelyk@unit5.org
Telephone: (309) 557-4035

Name: Dr. Brandon Caffey
Address: 1809 West Hovey Ave.
Normal, IL 61761
Email: caffeyb@unit5.org
Telephone: (309) 557-4027

Investigation Process

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

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

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Title IX Coordinator or designee shall consider whether action under Board Policy 2.265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

Adopted: October 6, 1997
Reviewed: June 2025
Amended: July 16, 2025

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board Policy 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged workplace harassment that does not require action under Board Policies 2.265, *Title IX Grievance Procedure*, or 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policy 2.260, *Uniform Grievance Procedure*, and/or 5.120, *Employee Ethics; Code of Professional Conduct, and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

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

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

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board Policy 5.90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board Policy 2.265, *Title IX Sexual Harassment Grievance Procedure*, or Board Policy 2.260, *Uniform Grievance Procedure*.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent/guardian, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board policies 2.260, *Uniform Grievance Procedure*, 2.265, *Title IX Grievance Procedure*, and 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*), and depending on the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and/or the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to the employee's immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U.S. Equal Employment Opportunity Commission.

The Superintendent shall use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.: 42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964; 29 C.F.R. §1604.11.
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.
5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.
775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2, Ill. Human Rights Act.
56 Ill. Admin. Code Parts 2500, 2510, 5210, and 5220.
Vance v. Ball State Univ., 570 U.S. 421 (2013).
Crawford v. Metro. Gov't of Nashville & Davidson City., 555 U.S. 271 (2009).
Jackson v. Birmingham Bd. Of Educ., 544 U.S. 167 (2005).
Oncale v. Sundowner Offshore Servs., 523 U.S. 75 (1998).
Burlington Indus. V. Ellerth, 524 U.S. 742 (1998).
Fragher v. City of Boca Raton, 524 U.S. 775 (1998).
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).
Porter v. Erie Foods Int, Inc., 576 F.3d 1021 (7th Cir. 2004).
Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).
Berry v. Delta Airlines, 260 F.3d 803 (7th Cir. 2004).
Sangamon Cnty. Sherriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).

CROSS REF.: 2.260 (Uniform Grievance Procedure), 2.265 (Title IX Sexual Harassment Grievance Procedure), 2.270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4.60 (Purchases and Contracts), 5.10 (Equal Employment Opportunity), 5.90 (Abused and Neglected Child Reporting), 5.120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7.20 (Harassment of Students Prohibited), 8.30 (Visitors to and Conduct on School Property)

General Personnel – Expenses

The Board regulates the reimbursement of all travel, meal, and lodging expenses by resolution. Money shall not be advanced or reimbursed, or purchase orders issued for: (1) the expenses of any person except the employee, (2) anyone's personal expenses, or (3) entertainment expenses. Entertainment includes, but is not limited to, shows, amusements, theaters, circuses, sporting events, or any other place of public or private entertainment or amusement, unless the entertainment is ancillary to the purpose of the program or event. The District is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft, unless the theft was a result of the District's negligence.

Employees must submit the appropriate itemized, signed, standardized form(s), in the format provided, to support any requests for expense advancements, reimbursements, or purchase orders that show the following:

1. The amount of the estimated or actual expense, with attached receipts for actual incurred expenses.
2. The name and title of the employee who is requesting the expense advancement or reimbursement. Receipts from group functions must include the names, offices, and job titles of all participants.
3. The date(s) of the official business on which the expense advancement, reimbursement, or purchase order will be or was expended.
4. The nature of the official business conducted when the expense advancement, reimbursement, or purchase order will be or was expended.

Advancements

The Superintendent may advance expenses to teachers and other licensed employees for the anticipated actual and necessary expenses to be incurred while attending meetings that are related to their duties and will contribute to their professional development, provided they fall below the maximum allowed in the Board's expense regulations.

Expense advancement requests must be submitted to the Superintendent or designee on the District's standardized estimated expense approval form for employees. After spending expense advancements, employees must use the District's standardized expense reimbursement form and submit to the Superintendent: (a) the itemized, signed advancement voucher that was issued, and (b) the amount of actual expenses by attaching receipts. Any portion of an expense advancement not used must be returned to the District. Expense advancements and vouchers shall be presented to the Board in its regular bill process.

Reimbursements and Purchase Orders

Expense reimbursements and purchase orders may be issued by the Superintendent or designee to employees, along with other expenses necessary for the performance of their duties, provided the expenses fall below the maximum allowed in the Board's expense regulations.

Expense reimbursements and purchase order approvals are not guaranteed and, when possible, employees should seek pre-approval of expenses by providing an estimation of expenses on the

Adopted: May 27, 1968
Reviewed: June 2025
Amended: July 16, 2025

District's standardized estimated expense approval form for employees, except in situations when the expense is diminutive. When pre-approval is not sought, employees must seek reimbursement on the District's standardized expense reimbursement form for employees. Expense reimbursements and purchase orders shall be presented to the Board in its regular bill process.

Use of Credit and Procurement Cards

Credit and procurement card usage is governed by Board Policy 4.55, *Use of Credit and Procurement Cards*.

Exceeding the Maximum Allowable Expense Amount(s)

All requests for expense advancements, reimbursements, and purchase orders exceeding the maximum allowed in the Board's expense regulations may only be approved when:

1. The Board's resolution to regulate expenses allows for such approval;
2. An emergency or other extraordinary circumstance exists; and
3. The request is approved by a roll call vote at an open Board meeting.

Registration

When possible, registration fees will be paid by the District in advance.

Travel

The least expensive method of travel will be used, provided that no hardship will be caused to the employee. Employees will be reimbursed for:

1. Air travel at the coach or economy class commercial airline rate. First class or business class air travel will be reimbursed only if emergency circumstances warrant. The emergency circumstances must be explained on the expense form and Board approval of the additional expense is required. Fees for the first checked bag will be reimbursed. Copies of airline tickets and baggage receipts must be attached to the expense form.
2. Rail or bus travel at actual cost. Rail or bus travel costs may not exceed the cost of coach airfare. Copies of tickets must be attached to the expense form to substantiate amounts.
3. Use of personal automobiles at the standard mileage rate approved by the Internal Revenue Service for income tax purposes. The reimbursement may not exceed the cost of coach airfare. Mileage for use of personal automobiles in trips to and from transportation terminals will also be reimbursed. Toll charges and parking costs will be reimbursed.
4. Automobile rental costs when the vehicle's use is warranted. The circumstances for such use must be explained on the expense form.
5. Taxis, airport limousines, ride sharing services, or other local transportation costs.

Meals

Meals charged to the District should represent mid-fare selections for the hotel/meeting facility or general area. Tips are included with meal charges. Expense forms must explain the meal charges incurred. Alcoholic beverages will not be reimbursed.

Lodging

Employees should request conference rate or mid-fare room accommodations. A single room rate will be reimbursed. Employees should pay personal expenses at checkout. If that is impossible, deductions for the charges should be made on the expense form.

Miscellaneous Expenses

Employees may seek reimbursement for other expenses incurred while attending a meeting sponsored by organizations described herein by fully describing the expenses on the expense form, attaching receipts.

Additional Requirements for Travel Expenses Charged to Federal and State Grants

All grant-related travel expenses must be pre-approved by the Superintendent or designee.

Expenses for travel, including expenses for transportation, lodging, meals, and related items incurred by employees and charged to a federal grant or State grant governed by the Grant Accountability and Transparency Act (30 ILCS 708/) must also meet the following requirements:

1. The participation of the employee is necessary to the award, and the costs are specifically related to the award.
2. Expenses must be permissible under the terms and conditions of the award.
3. Expenses must be reasonable and consistent with this policy.
4. The Board does not reimburse actual expenses or pay a per diem allowance unless the employee is on official *travel status* for more than 12 hours. However, employees remain eligible for mileage reimbursement (minus regular commuting mileage/costs) and other transportation expenses if on travel status less than 12 hours.
5. Expenses may be charged based on an actual cost basis or on a per diem basis in lieu of actual costs incurred; however, only one method may be applied per trip.
6. Commercial airfare costs in excess of the least expensive coach or economy class are prohibited except when such accommodations would: (1) require circuitous routing; (2) require travel during unreasonable hours; (3) excessively prolong travel; (4) result in additional costs that would offset transportation savings; or (5) offer accommodations not reasonably adequate for the traveler's medical needs. Qualifying circumstances must be explained on the expense form, and Board approval of the additional expense is required.
7. Per diem rates and actual reimbursement amounts for mileage, meals, and lodging may not exceed the rates established by the Governor's Travel Control Board or federal travel regulations, whichever is less. These limits do not apply when: (1) an employee stays in the lowest-priced room available at or near a hotel where a conference or seminar is located or in accommodations arranged by the conference/seminar organization, or (2)

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- lodging at or below the established rate is unavailable. In those cases, the employee will be reimbursed for actual lodging expenses with prior approval, but in no case will the reimbursement exceed 300% of the applicable maximum per diem rate. If a conference fee includes a meal, the meal or per diem allowance will be reduced by the actual value of the meal or the applicable meal allowance, whichever is less.
8. Employees must use the least expensive compact car available when using a rental car for travel, unless an exception is approved. The Board does not reimburse employees for collision damage waiver or theft insurance.
 9. The Board will reimburse travel expenses not chargeable to an award from other District funds consistent with this policy.

LEGAL REF.: 2 C.F.R. §200.4754
30 ILCS 708/130, Grant Accountability and Transparency Act.
50 ILCS 150/, Local Government Travel Expense Control Act.
105 ILCS 5/10-22.32.
820 ILCS 115/9.5, Ill. Wage Payment and Collection Act.

CROSS REF.: 2.125 (Board Member Compensation; Expenses), 2.240 (Board Policy Development), 4.50 (Payment Procedures), 4.55 (Use of Credit and Procurement Cards)

Equal Educational Opportunities

Equal educational and co-curricular opportunities shall be available for all students without regard to color, race, national origin, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, military status, unfavorable military discharge, reproductive health decisions, and actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board Policy 8.20, *Community Use of School Facilities*. Any student may file a discrimination complaint by using Board Policy 2.260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board Policy 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and co-curricular programs and activities.

Any student may file a sex equity complaint by using Board policy 2.260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to 105 ILCS 5/3-10) and thereafter, to the State Superintendent of Education (pursuant to 105 ILCS 5/2-3.8).

Any student may file a sexual harassment complaint by using Board Policy 2.265, *Title IX Grievance Procedure*.

Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator and a Title IX Coordinator. The Superintendent or designee and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.
29 U.S.C. §791, et seq., Rehabilitation Act of 1973; 34 C.F.R. Part 104.
42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.

Good News Club v. Milford Central Sch., 533 U.S. 98 (2001).

Ill. Constitution, Art. I, §18.

105 ILCS 5/3.25b, 5/3.25d(b), 5/10-20.12, 5/10-20.60, 5/10-20.63, 5/10-22.5, 5/26A, and 5/27-1.

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

775 ILCS 35/5, Religious Freedom Restoration Act.

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

Adopted: October 6, 1987

Reviewed: June 2025

Amended: July 16, 2025

CROSS REF.: 2.260 (Uniform Grievance Procedure), 2.265 (Title IX Grievance Procedure), 2.270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 6.65 (Student Social and Emotional Development), 7.20 (Harassment of Students Prohibited), 7.50 (School Admissions and Student Transfers To and From Non-District Schools), 7.60 (Residence), 7.130 (Student Rights and Responsibilities), 7.160 (Student Appearance), 7.180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7.185 (Teen Dating Violence Prohibited), 7.250 (Student Support Services), 7.255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence), 7.330 (Student Use of Buildings – Equal Access), 7.340 (Student Records), 8.20 (Community Use of School Facilities)

Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, religion, sex, national origin, ancestry, physical appearance, socioeconomic status, academic status, pregnancy, parenting status, homelessness, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge status from military service, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

1. During any school sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school sponsored or school sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the District or school if the bullying causes a substantial disruption to the education process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from Section 27-23.7 of the *School Code* (105 ILCS 5/27-23.7)

Bullying includes *cyber-bullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

Cyber-bullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyber-bullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyber-bullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the district's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the District Nondiscrimination Coordinator, a Complaint Manager, Building Principal, Associate Building Principal, Assistant Building Principal, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District Nondiscrimination Coordinator, Title IX Coordinator, a Complaint Manager, or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Manager: Name: M. Curt Richardson
Address: 1809 W. Hovey Ave.
Normal, IL 61761
Email: richardmc@unit5.org
Telephone: (309) 557-4082

Complaint Managers: Name: Heather Rogers
Address: 1809 W. Hovey Ave.
Normal, IL 61761
Email: rogersh@unit5.org
Telephone: (309) 557-4041

Name: Dr. Kristal Shelvin
Address: 1809 W. Hovey Ave.
Normal, IL 61761
Email: shelvik@unit5.org
Telephone: (309) 557-4035

Name: Dr. Brandon Caffey
Address: 1809 West Hovey Ave.
Normal, IL 61761
Email: caffeyb@unit5.org
Telephone: (309) 557-4027

4. Consistent with federal and State laws and rules governing student privacy rights, the parent(s)/guardian(s) of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. As appropriate, the school's administration shall also discuss the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonable obtained by the school within the 24-hour period.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's publicly accessible Internet website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must also be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and Board Policy 2.240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification or areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

- 1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- 2) If no revisions are deemed necessary, a copy of Board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary; or
- 3) A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

- The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.
12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
- a. 2.260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 2.265, *Title IX Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
 - c. 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act.
 - d. 6.60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - e. 6.65, *Student Social and Emotional Development*. Student social and emotional development is incorporated in the District's educational program as required by State law.
 - f. 6.235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - g. 7.20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an actual or perceived characteristic (the list of characteristics in 7.20 is the same as the list in this policy).
 - h. 7.185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - i. 7.190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - j. 7.310, *Restrictions on Publications; Elementary and Junior High Schools*. This policy prohibits students from, and provides consequences for: (i) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (ii) creating and/or distributing written, printed, or electronic material, including photographs and Internet material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.
13. The Superintendent or designee will report all individual instances of bullying, as well as all threats, suggestions, or instances of self-harm determined to be the result of bullying, to the parents or legal guardians of those involved under the guidelines provided in paragraph (4) of this definition.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-22.6(b-20), 5/24-24, and 5/27-23.7.
405 ILCS 49/, Children's Mental Health Act.
775 ILCS 5/1-103, Ill. Human Rights Act.
23 Ill. Admin. Code §§1.240, 1.280, and 1.295.

CROSS REF.: 2.240 (Board Policy Development), 2.260 (Uniform Grievance Procedure), 2.265 (Title IX Grievance Procedure), 2.270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4.170 (Safety), 5.230 (Maintaining Student Discipline), 6.60 (Curriculum Content), 6.65 (Student Social and Emotional Development), 6.235 (Access to Electronic Networks), 7.20 (Harassment of Students Prohibited), 7.185 (Teen Dating Violence Prohibited), 7.190 (Student Behavior), 7.220 (Bus Conduct), 7.230 (Misconduct by Students with Disabilities), 7.240 (Conduct Code for Participants in Co-Curricular Activities), 7.285 (Anaphylaxis Prevention, Response, and Management Program), 7.310 (Restrictions on Publications; Elementary and Junior High Schools), 7.315 (Restrictions on Publications; High Schools)

Harassment of Students Prohibited

No person, including a District employee, agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic.

The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See Board Policies 2.265, *Title IX Grievance Procedure*, and 2.260, *Uniform Grievance Procedure*.

Making a Report or Complaint

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

Reports under this policy will be considered a report under Board policy 2.260, *Uniform Grievance Procedure*, and/or Board Policy 2.265, *Title IX Grievance Procedure*. The Nondiscrimination Coordinator, Title IX Coordinator, and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers.

Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Manager:	Name: M. Curt Richardson
	Address: 1809 West Hovey Ave. Normal, IL 61761
	Email: richardmc@unit5.org
	Telephone: (309) 557-4082

Complaint Managers:

Name: Heather Rogers
Address: 1809 West Hovey Ave.
Normal, IL 61761
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Name: Dr. Kristal Shelvin
Address: 1809 West Hovey Ave.
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Telephone: (309) 557-4035

Name: Dr. Brandon Caffey
Address: 1809 West Hovey Ave.
Normal, IL 61761
Email: caffeyb@unit5.org
Telephone: (309) 557-4027

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

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

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

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

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Title IX Coordinator or designee shall consider whether action under Board Policy 2.265, *Title IX Grievance Procedure*, should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board Policy 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged student harassment that does not require action under Board Policies 2.265, *Title IX Grievance Procedure*, or 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board Policies 2.260, *Uniform Grievance*

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Amended: July 16, 2025

Procedure, and/or 7.190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

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

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

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board Policy 5.90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board Policy 2.265, *Title IX Grievance Procedure*, or Board Policy 2.260, *Uniform Grievance Procedure*.

Enforcement

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

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see Board Policies 2.260, *Uniform Grievance Procedure*, 2.265, *Title IX Grievance Procedure* and 2.270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

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

LEGAL REF.: 20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.
29 U.S.C. §791 *et seq.*, Rehabilitation Act of 1973; 34 C.F.R. Part 104.
42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.
105 ILCS 5/10-20.12, 5/10-22.5, 5/10-23.13, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 *et seq.*, Illinois Human Rights Act.
23 Ill. Admin. Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999).
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).
Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2.260 (Uniform Grievance Procedure), 2.265 (Title IX Grievance Procedure), 2.270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4.165 (Awareness and Prevention of Child Sexual Abuse and

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Grooming Behaviors), 5.20 (Workplace Harassment Prohibited), 5.90 (Abused and Neglected Child Reporting), 5.120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7.10 (Equal Educational Opportunities), 7.180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7.185 (Teen Dating Violence Prohibited), 7.190 (Student Behavior), 7.240 (Conduct Code for Participants in Co-Curricular Activities), 7.255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

Teen Dating Violence Prohibited

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

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

1. Fully implements and enforces each of the following Board policies:
 - a. 2.260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
 - b. 2.265, *Title IX Grievance Procedure*. This policy prohibits a District employee, agent, or student from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
 - c. 7.20, *Harassment of Students Prohibited*. This policy prohibits any person, including a District employee, agent, or student, from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - d. 7.180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence
 - b. The Nondiscrimination Coordinator, Building Principal, Associate Building Principal, Assistant Building Principal, or a Complaint Manager identified in Board policy 7.20, *Harassment of Students Prohibited*.
3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board Policy 6.60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6.65, *Student Social and Emotional Development*.

4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Associate Building Principal, Assistant Building Principal, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

Incorporated

By Reference: 7.180-AP1 (Prevention, Identification, and Response to Bullying)

LEGAL REF.: 105 ILCS 110/3.10.

CROSS REF.: 2.240 (Board Policy Development), 2.260 (Uniform Grievance Procedure), 2.265 (Title IX Grievance Procedure), 5.100 (Staff Development Program), 5.230 (Maintaining Student Discipline), 6.60 (Curriculum Content), 6.65 (Student Social and Emotional Development), 7.20 (Harassment of Students Prohibited), 7.180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7.190 (Student Behavior), 7.220 (Bus Conduct), 7.230 (Misconduct by Students with Disabilities), 7.240 (Conduct Code for Participants in Extracurricular Activities)

Suspension Procedures

In-School Suspension

The Superintendent or designee is authorized to maintain an in-school suspension program. The program, if any, shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the reasons for the suspension will be explained and the student will be given an opportunity to respond to the reasons.
2. Students are supervised by licensed school personnel (e.g. paraprofessional).
3. Students are given an opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

Out-of-School Suspension

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the reasons for the suspension will be explained and the student will be given an opportunity to respond to the reasons before they may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
 - a. Provide notice to the parent(s)/guardian(s) of their right to a review of the suspension;
 - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
 - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or their act of gross disobedience or misconduct; and
 - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
 - i. For a suspension of 3 school days or less, an explanation:

- a) Of the other behavioral and disciplinary interventions that have been or will be attempted;
 - b) Of the restorative justice practices that will be attempted; and
 - c) That the student's continuing presence in school would either pose:
 - i) A threat to school safety; or
 - ii) A disruption to other students' learning opportunities.
 - ii. For a suspension of 4 or more school days, an explanation:
 - a) Of the other behavioral and disciplinary interventions that have been attempted;
 - b) That other appropriate and available behavioral and disciplinary interventions have been exhausted;
 - c) Of the restorative justice practices that have been or will be attempted; and
 - d) That the student's continuing presence in school would either:
 - i) Pose a threat to the safety of other students, staff or members of the school community, or
 - ii) Substantially disrupt, impede or interfere with the operation of the school.
 - e) Of what, if any, appropriate and available support services will be provided to the student during the length of the suspension, as determined by Superintendent or designee.
5. A summary of the notice, including the reasons for the suspension and suspension length, must be given to the Board by the Superintendent or designee.
6. Upon request of the parents/guardians, a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board.
- a. At the review, the student and student's parent(s)/guardian(s) may appear with a representative of their choice and at their expense, be accompanied by a support person of their choice and at their expense, disclose any factor to be considered in mitigation (including the student's status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A), and discuss the suspension with the Board or its hearing officer. Any representative and support person must comply with hearing rules and may be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing.

- b. If the review involves allegations of sexual violence by the student, neither the student nor the student's representative shall directly question nor have direct contact with the alleged victim. The student or the student's representative may, at the discretion of the Board or its hearing officer, suggest questions to be posed by the Board or its hearing officer to the alleged victim.
- c. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
- d. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.: Goss v. Lopez, 19 U.S. 565 (1975).
105 ILCS 5/10-20.14, 5/10-22.6.
23 Ill. Admin. Code §1.280.

CROSS REF.: 5.100 (Staff Development Program), 7.130 (Student Rights and Responsibilities),
7.190 (Student Behavior), 7.220 (Bus Conduct)

Expulsion Procedures

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a student may be expelled, the student and their parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
 - a. Include the time, date, and place for the hearing.
 - b. Briefly describe what will happen during the hearing.
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
 - d. Inform the student and parent(s)/guardian(s) that a representative of their choice and at their expense is permitted to represent the student throughout the proceedings and to address the Board or its hearing officer.
 - e. Inform the student and parent(s)/guardian(s) that a support person of their choice and at their expense is permitted to accompany the student throughout the proceedings.
 - f. List the student's prior suspension(s) (if any).
 - g. State that the School Code allows the Board to expel a student for a definite period of time not to exceed two calendar years, as determined on a case-by-case basis
 - h. Ask that the student or parent(s)/guardian(s) inform the Superintendent or Attorney for the District if the student will appear with a representative and/or support person and, if so, provide the name(s) and contact information for the representative and/or support person.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, they shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate.
3. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
4. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct.
 - a. School officials must provide testimony or other evidence:
 - i. of any other behavioral and disciplinary interventions already attempted;

- ii. that other appropriate and available behavioral and disciplinary interventions have been exhausted; and
 - iii. of the threat or disruption posed by the student.
 - b. The student and their parent(s)/guardian(s) may appear with a representative, be accompanied by a support person, disclose any factor to be considered in mitigation (including the student's status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A), offer evidence, present witnesses, cross-examine witnesses who testify, and otherwise present reasons why the student should not be expelled. Any representative and support person must comply with hearing rules and may be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing.
 - c. If the expulsion hearing involves allegations of sexual violence by the student, neither the student nor the student's representative shall directly question nor have direct contact with the alleged victim. The student or the student's representative may, at the discretion of the Board or its hearing officer, suggest questions to be posed by the Board or its hearing officer to the alleged victim.
5. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
6. If the Board acts to expel the student, its written expulsion decision shall:
 - a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
 - b. Provide a rationale for the specific duration of the recommended expulsion
 - c. Document how school officials determined that all appropriate and available behavioral and disciplinary interventions have been exhausted.
 - d. Document how the student's continuing presence in school would:
 - i. pose a threat to the safety of other students, staff, or members of the school community, or
 - ii. substantially disrupt, impede, or interfere with the operation of the school.
5. Upon expulsion, the District may refer the student to appropriate and available support services.

LEGAL REF.: Goss v. Lopez, 419 U.S. 565 (1975).
105 ILCS 5/10-20.14, 5/10-22.6.

CROSS REF.: 5.100 (Staff Development Program), 7.130 (Student Rights and Responsibilities), 7.190 (Student Behavior), 7.200 (Suspension Procedures), 7.230 (Misconduct by Students with Disabilities)

McLean County Unit District No. 5
Operations and Maintenance Department
1999 Eagle Road
Normal, IL 61761



To: Board of Education
From: Robert Bosquez and Jeremy Kruse, Custodial Managers
CC: Dr. Kristen Weikle, Superintendent, Martin Hickman, CFO, Joseph Adelman, Executive Director of Operations
Date: 7/11/25
Re: Dust Mop Recommendation

As part of a continued effort to ensure the best school experience for staff and students, we seek your approval on a 3-year bid for dust mops. These are a routine need for our department and ensure that our facilities are well-maintained. We are requesting that the lowest bid offer Vestis Services be approved, and are pleased to report that it is even lower than in 2022. All bids received are attached for your convenience.

We look forward to a successful summer of cleaning in anticipation of the new year.

2025-2026 Custodian Supply Bidders List

Vestis Services

Attn: Rich Ferrero
309 E. Lafayette
Bloomington, IL 61701
815.582.6434
rich.ferrero@vestis.com

UniFirst Corporation

Attn: Kuanus Hardnett
115 Merle Lane
Normal, IL 61761
309.828.0200
kuanus_hardnett@unifirst.com

Cintas Corporation

Attn: Cristine Civinelli
2015 Eagle Rd
Bloomington, IL 61701
773.899.6584
civinellc@cintas.com

BID FORM

Custodian Dust Mop Project

VENDOR NAME VESTIS SERVICES	
ADDRESS 309 E LAFAYETTE	CITY/STATE/ZIP CODE BLOOMINGTON, IL 60701
PHONE 815-502-6434	EMAIL Rich.Ferrero@vestis.com

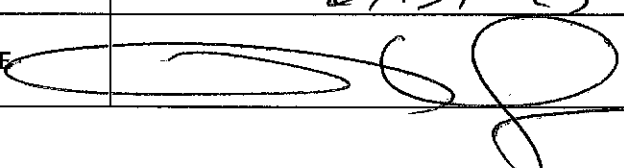
TOTAL BID FOR ITEM(S): 3 year spend 30,853

DELIVERY OR COMPLETION: weeks (3 year program)

The undersigned has checked carefully the above figure and understands that he shall be responsible for any error or omissions in specifications.

It is understood and agreed that Unit 5 reserves the right to accept or reject any or all bids and to waive any informality in any bid received.

The undersigned further declares that this bid is made without any connection with a person making another bid for the same contract, that the bid is in all respects fair and without collusion of fraud, that no member of the Board of Education of Unit 5 or other officer of Unit 5, is directly or indirectly interested in the bid , or in any portion of the profits thereof:

PRINTED NAME OF VENDOR REPRESENTATIVE	Rich Ferrero
TITLE	Account Executive
DATE	6/13/25
SIGNATURE OF VENDOR REPRESENTATIVE	

McLean County Unit District No. 5, 1809 W. Hovey Ave., Normal, IL 61761-4339
DUST MOP INVENTORY, July 1, 2025 through June 30, 2028

Elementary Schools	Service	22" or 24" Mop	36" Mop	60" or 72" Mop	# of Poles	# of 22" or 24" Frames	# of 36" Frames	# of 60" or 72" Frames	Cost
Benjamin	Bi-Weekly	10	8	2	9	4	4	1	\$12.60
Bingham	Bi-Weekly	4	10	2	7	2	3	2	\$11.00
Catook	Bi-Weekly	4	4	4	5	3	1	1	\$8.80
Cedar Ridge	Bi-Weekly	10	11	3	9	4	3	3	\$14.00
Fairview	Bi-Weekly	0	4	0	2	0	2	0	\$2.80
Fox Creek	Bi-Weekly	21	7	3	8	4	3	2	\$18.40
Glenn	Bi-Weekly	0	6	2	4	0	3	1	\$6.20
Grove	Bi-Weekly	20	8	2	8	4	2	2	\$17.60
Hoose	Bi-Weekly	6	6	8	8	3	3	2	\$15.20
Hudson	Bi-Weekly	4	4	8	4	2	2	2	\$12.80
Northpoint	Bi-Weekly	8	8	2	10	4	4	2	\$11.60
Oakdale	Bi-Weekly	6	12	7	10	4	5	2	\$16.90
Parkside	Bi-Weekly	16	14	3	5	2	2	1	\$20.80
Pepper Ridge	Bi-Weekly	10	8	8	10	4	3	2	\$18.60
Prairieband	Bi-Weekly	22	6	5	6	3	2	2	\$20.20
Sugar Creek	Bi-Weekly	0	6	6	7	0	3	3	\$10.20
Towanda	Bi-Weekly	2	2	6	6	2	2	6	\$8.40
Jr. High Schools		22" or 24" Mop	36" Mop	60" or 72" Mop	# of Poles	# of 22" or 24" Frames	# of 36" Frames	# of 60" or 72" Frames	Cost
Chiddix Jr. High	Weekly	4	10	4	12	4	8	1	\$8.60
Kingsley Jr. High	Weekly	35	7	10	18	10	2	6	\$22.50
Parkside Jr. High	Weekly	28	10	10	8	6	8	6	\$21.20
George L. Evans Jr. High	Weekly	26	0	6	12	6	0	6	\$13.40
HIGH SCHOOLS		22" or 24" Mop	36" Mop	60" or 72" Mop	# of Poles	# of 22" or 24" Frames	# of 36" Frames	# of 60" or 72" Frames	Cost
Normal Community H.S.	Weekly	25	24	15	22	12	10	10	\$29.50
Normal Community West H.S.	Weekly	40	24	18	38	14	12	12	\$37.00
Additional Locations		22" or 24" Mop	36" Mop	60" or 72" Mop	# of Poles	# of 22" or 24" Frames	# of 36" Frames	# of 60" or 72" Frames	Cost
Eagle Road Resource Center	Monthly	3	1	0	2	1	1	0	\$3.00
2022 Eagle Rd., Normal									
Unit 5 Warehouse	Monthly	4	8	0	2	1	1	0	\$9.00
1999 Eagle Rd., Normal									
Special Services (Formerly Field)	Monthly	6	0	0	3	3	0	0	\$4.50
412 E. Cypress St., Normal									

Total Monthly Cost: \$ 1,079.25

Annual Cost July 2022 - June 2025 \$ 12,951.00 Year 1 Year 2 Year 3
\$ 12,951.00 \$ 12,951.00 \$ 12,951.00

County USD # 5 Custodial Dust Mop Bid
Monday, June 16, 2025 3:00pm

Bid Company	2025-2026	2026-2027	2027-2028	Monthly Cost	3 yr total
Vestis Rich J. Ferrero Account Eecutive 309 E. Lafayette St. Bloomington, IL. 61701 815-582-6434	\$12,951.00	\$12,951.00	\$12,951.00	\$1,079.25	\$38,853.00
Cintas Brittany Slay Facility Sales Representative 2015 Eagle Rd. Normal, IL. 61761 309-454-6737	\$31,719.87	\$31,719.87	\$31,719.87	\$2,643.32	\$95,159.61
UniFirst Logan Davis Branch Manager 115 Merle Lane Normal, IL. 61761 309-828-0200	\$14,172.60	\$14,172.60	\$14,172.60	\$1,181.05	\$42,517.80



McLean County
Unit District No.5
Educating each student to achieve personal excellence

To: Unit 5 Board of Education

From: Dr. Weikle

Date: July 11, 2025

Re: Recommendation of Expulsion Hearing and Suspension Review Officer

In accordance with Board policies [7.200](#) "Suspension Procedures" and [7.210](#) "Expulsion Procedures", and as mandated by [105 ILCS 5/10-20.14](#), [5/10-22.6](#), suspension reviews and expulsion hearings are to be conducted by the Board or a Board appointed hearing officer. Given the numerous and evolving rules, regulations, laws, and judicial precedents pertinent to student discipline, I strongly recommend the appointment of Curt Richardson, Unit 5 District Attorney, as the Expulsion Hearing and Suspension Review Officer from July 19, 2025 through June 30, 2026. Mr. Richardson's invaluable expertise lies in his deep understanding of district policies and the complex landscape of state and federal regulations, particularly concerning potential legal ramifications in disciplinary matters. His appointment is critical for safeguarding the district by mitigating risks and ensuring the consistent and fair application of all policies, rules, and regulations for our students.

Administrative Transfer and Expulsion Administrator Training

In support of our mission to educate each student to achieve personal excellence, Unit 5 creates a safe and secure environment for students, staff, and the school community. Unit 5's discipline procedures are intended to correct misbehavior using restorative practices and limiting strictly punitive ones. As educators and administrators we must remain committed to helping students learn and practice the skills and behaviors desired. However, we understand that there may be times when suspension, alternative placement, or a recommendation to expel may be necessary. In each incident it is important to keep district and state policies in mind when addressing behaviors and assigning discipline.

Important Unit 5 Policies, Administrative Procedures, and Exhibits

[7.125](#) Student Discipline Philosophy

[7.190](#) Student Behavior

[7.190 AP 8](#) - Student Re-engagement Guidelines

[7.200](#) Suspension Procedures

[7.200 E1](#) - Student Short Term Suspension (1-3 days) Reporting Form

[7.200 E2](#) - Student Long Term Suspension (4-10 days) Reporting Form

[7.210](#) Expulsion Procedures

[7.230](#) Misconduct by Students with Disabilities

Why do we have a unified process for suspensions and expulsions?

- Legal Ramifications
 - ISBE Guidelines, IL School Code, and precedent of court cases
- Consistency among students and buildings
- Limit bias
- Clear and thorough with students, families and the Board of Education

Timelines

- Expulsion - Must hold a hearing and have the Board of Education vote on the recommendation to expel/not to expel within 10 school days. The student is allowed to return to school on day 11 if the Board of Education has not taken action. If the recommendation is to expel, even if it is in abeyance to go to the alternative school, then the action by the board in the 10 day timeframe is extremely important.

Remember, expulsion is the **most** significant disciplinary action we can take on a student. It should not be taken lightly and it should only be utilized when necessary. [ILCS 5/10-22.6](#) outlines suspensions and expulsions in Illinois public schools (reviewed with admin at the beginning of the year). Building administrators should only recommend students for expulsion if they believe the incident meets criteria in [ILCS 5/10-22](#) and the student's continued presence at school:

- Poses a threat to the safety of students, staff or the school community
- Substantially disrupts, impedes or interferes with the operations of the school
- Significantly impacts the school climate and may limit the school's ability to deter similar behaviors by other students
- Past conduct indicates a likelihood to engage in similar conduct in the future **and** it is determined to pose a threat to school safety
- Possible reasoning for expulsion/administrative placement includes but is not limited to:

- Possession of a weapon (e.g. firearm, knife with blade 3 in. or more)
- Possession of a look alike weapon
- Sale or distribution of drugs or alcohol
- Three or more incidents of possession/consumption of drugs or alcohol (If parents refuse SAVE placement)
- Physical aggression/serious bodily harm to staff or other students

Other Considerations:

- Past practice with similar incidents
- Whether supports & interventions been implemented and exhausted
- Age and grade
- Impact on the student

If there is **any possibility** that an incident might require an expulsion or alternative placement the building administrator should consult the building principal and then **immediately** contact Darrin Cooper, Director of Teaching and Learning, at cooperdm@unit5.org or (309) 557-4028. Darrin will notify other district administrators and Clerk to the Board.

- Possible reasoning for expulsion/administrative placement includes but is not limited to:
 - Possession of a weapon (e.g. firearm, knife with blade 3 in. or more)
 - Possession of a look alike weapon
 - Sale or distribution of drugs or alcohol
 - Three or more incidents of possession/consumption of drugs or alcohol (If parents refuse SAVE placement)
 - Physical aggression/serious bodily harm to staff or other students
- *The district has **10 school days** to investigate, hold a hearing and for the Board to take action (if applicable)*

INVESTIGATION (within 1-2 days)

When investigating and/or considering expulsion, the investigating administrator(s) must do the following:

- Immediately after the incident, gather written statements of those involved as well as witnesses
- Document evidence (photos of weapons, drugs, alcohol, and visible injuries), save video(s) of incident
- Document any disruption to the learning environment (e.g. how did this impact other students, how many administrators or how much administrative time was involved in responding to the incident). Include written impact statements if possible
- If the student has an IEP, the Special Education Administrator/Director of Special Education must be notified and a manifestation determination must be completed when considering the student for expulsion. If the behavior is a manifest of the disability, the student is not eligible for expulsion.
- Threats of any kind should have a [threat assessment](#) completed
- Review EduClimber data (behavior, attendance, grades, supports, interventions, behavior, etc)
 - Review any supports/interventions that have been provided to the student regarding similar behavior and the outcomes of these efforts. Discuss with the building team what, if any, other supports/interventions can be implemented in lieu of expulsion.
- The building principal and investigating administrator must each complete the [Building Consideration for Expulsion or Administrative Transfer Form](#) *New in 23-24*
- Once the investigation is complete and the building principal recommends the student be expelled, the investigating administrator will send the following items to Darrin Cooper, Director of Teaching and Learning:
 - A detailed summary of the incident
 - Written statements

- Evidence including any photos/videos (if applicable)
- A copy of the 504/IEP (if applicable)
- Documentation of any disruption to the learning environment (if applicable)
- [Building Consideration for Expulsion or Administrative Transfer Form](#) completed by the building principal and investigating administrator *New in 23-24*

*The information gathered will be used if an expulsion hearing is held and could possibly be used in court if litigated.

DISTRICT ADMINISTRATIVE TEAM REVIEW (within 3-4 days) *New in 23-24*

- The district administrative team review will consist of the Director of Teaching and Learning, Director of Diversity, Equity, and Inclusion, the Director of Secondary Education, and the Director of Special Education/Elementary Education (if applicable). *New - In the past one district administrator would review the information prior to a hearing.*
- Each team member reads the documents and evidence provided noting questions, clarification needed and completes the [District Admin Team Review for Expulsion or Administrative Transfer Form](#) *New in 23-24*
- The TEAM will meet to discuss the facts of the investigation, questions, and the results of the [District Admin Team Review for Expulsion or Administrative Transfer Form](#)
- The investigating building administrator will be present and/or available at this meeting to answer questions and provide clarifying information.
 - If the consensus of the district administrative team is that the student **SHOULD NOT BE RECOMMENDED FOR EXPULSION** they will work with the building administration on providing additional support, intervention, restorative practices, and possibly consequences.
 - If the consensus of the district administrative team is that the student **SHOULD BE RECOMMENDED FOR EXPULSION.** then a hearing will be held in front of the hearing officer.
 - A hearing will be held as soon as possible in front of the hearing officer
 - The Board of Education will consider the recommendation of the hearing officer

**RESOLUTION OF THE BOARD OF EDUCATION
COMMUNITY UNIT SCHOOL DISTRICT NO. 5, McLEAN & WOODFORD COUNTIES, ILLINOIS
Authorizing interfund loans from Fund Reserves to other Funds as permitted
under Illinois School Code (105 ILCS 5/10-22.33)**

WHEREAS, the Board of Education of Community Unit School District No. 5, McLean and Woodford Counties, Illinois (“Board of Education”), has created, maintained and administers fund reserves within individual funds for operations, capital, and debt service purposes; and

WHEREAS, the Board of Education, by authority of 105 ILCS 5/10-22.33 of *The Illinois School Code* may make interfund loans available to any other Fund from Fund(s) as available to cover temporary cash shortfalls of accounting periods should the need arise. It has been determined that certain funds of Community Unit School District No. 5 will on occasion require the transfer of monies into said fund(s) in order to appropriately make payments for expenditures

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Community Unit School District No. 5, McLean and Woodford Counties, Illinois:

that the Treasurer is hereby authorized and directed to make any and all such interfund loans, not to exceed the amounts as authorized in *The Illinois School Code* (105 ILCS 5/10-22.33) required in order to have sufficient funds to make appropriate payments of expenditures of the School District. Further, the Treasurer is directed to make the necessary bookkeeping entries to effect this change. Said loans are to be repaid at the earliest possible time sufficient funds are available to effect partial to full reimbursement. In no case shall any reimbursement take longer than the current fiscal year

The Treasurer shall present a report of all of the interfund loans and their repayments at the board meeting immediately following such loans or repayments until all repayments as required in the school code are completed. The authorization provided herein shall expire after June 30th, 2026.

ADOPTED this 16th day of July, 2025

by the following roll call vote:

Ayes: _____

Nays: _____

Absent: _____

Alex Williams, President, Board of Education

McLean County Unit District No. 5

ATTEST:

Mark Adams II, Secretary, Board of Education

McLean County Unit District No. 5

**RESOLUTION OF THE BOARD OF EDUCATION
COMMUNITY UNIT SCHOOL DISTRICT NO. 5, McLEAN & WOODFORD COUNTIES, ILLINOIS
Authorizing interfund loans from the Working Cash Fund to other Funds as permitted
under Illinois School Code (105 ILCS 5/20-5)**

WHEREAS, the Board of Education of Community Unit School District No. 5, McLean and Woodford Counties, Illinois (“Board of Education”), has created, maintained and administered a fund known as the Working Cash Fund in the manner prescribed by *The Illinois School Code* and the Illinois State Board of Education for the purpose of enabling Community Unit School District No. 5, McLean and Woodford Counties, Illinois (“School District”) to have in its treasury at all times sufficient money to meet its obligations; and

WHEREAS, the Board of Education, by authority of 105 ILCS 5/20-5 of *The Illinois School Code* may loan money from the Working Cash Fund to any other Fund. It has been determined that certain funds of Community Unit School District No. 5 will on occasion require the transfer of monies into said fund(s) in order to appropriately make payments for expenditures

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Community Unit School District No. 5, McLean and Woodford Counties, Illinois:

that the Treasurer is hereby authorized and directed to make any and all such interfund loans, not to exceed the aggregate sum of \$56,000,000 as authorized in *The Illinois School Code* (105 ILCS 5/20-5) required in order to have sufficient funds to make appropriate payments of expenditures of the School District. Further, the Treasurer is directed to make the necessary bookkeeping entries to effect this change. Said loans are to be repaid by the transfer from the other Funds to the Working Cash Fund proceeds from the receipt of the June 2026 installment of the 2025 General Levy, estimated to be \$70,000,000. No Tax anticipation warrants have heretofore been issued by the School District. The estimated Corporate Personal Property Replacement Tax set aside for the payment of retirement obligations is \$400,000.

The Treasurer shall present a report of all of the interfund loans and their repayments at the board meeting immediately following such loans or repayments until all repayments as required in the school code are completed. The authorization provided herein shall expire after June 30th, 2026.

ADOPTED this 16th day of July, 2025, by the following roll call vote:

Ayes: _____

Nays: _____

Absent: _____

Alex Williams, President, Board of Education
McLean County Unit District No. 5

ATTEST:

Mark Adams II, Secretary, Board of Education
McLean County Unit District No. 5

RESOLUTION OF THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 5, MCLEAN AND WOODFORD COUNTIES, ILLINOIS. DETERMINING NEED FOR SIDEWALK, PLAYGROUND, PARKING LOT, OR SCHOOL BUS TURNAROUND REPAIRS PURSUANT TO 105 ILCS 5/17-2.11(e)

WHEREAS, Community Unit School District No. 5, McLean and Woodford Counties, Illinois (the "District") is an Illinois public school district, organized and operating under the Illinois SchoolCode;and

WHEREAS, Section 17-2.11(e) of the Illinois School Code (105 ILCS 5/17-2.11(e)) provides in part that "If a school district does not need funds for other fire prevention and safety projects... and it is determined after a public hearing... that there is a substantial, immediate, and otherwise unavoidable threat to the health, safety, or welfare of pupils due to disrepair of school sidewalks, playgrounds, parking lots, or school bus turnarounds and repairs must be made; then the district may levy a tax or issue bonds as provided in subsection (a) of this Section"; and

WHEREAS, on June 18, 2025, the Board of Education of the District ("Board of Education") approved the Certificate of Approval for the Expenditure of Fire Prevention and Safety Funds amendment number 3 at the District Office, amendment number 14 at Towanda Elementary School and amendment number 15 at Parkside Elementary School allowing the expenditure of fire prevention and safety funds for repair and resurfacing of the parking lots; and

WHEREAS, on June 18, 2025, the Board of Education held a public hearing on the use of fire prevention and safety funds for said resurfacing and/or repairs.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 5, MCLEAN AND WOODFORD COUNTIES, ILLINOIS, AS FOLLOWS:

Section 1. Pursuant to 105 ILCS 5/17-2.11(e), it has been determined that there is a substantial, immediate, and unavoidable threat to the health, safety, and/or welfare of pupils due to disrepair of the parking lots at the District Office, Towanda Elementary and Parkside Elementary, that currently there is health/life safety work, Amendment number 3 at the District Office, amendment number 14 at Towanda Elementary and amendment number 15 at Parkside Elementary, in progress. All previous health/life safety projects have been completed and are in compliance.

Section 2. This Resolution shall be in full force and in effect upon its passage.

PASSED BY THE BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO. 5, MCLEAN AND WOODFORD COUNTIES, ILLINOIS, IN REGULAR AND PUBLIC SESSION THIS 16th DAY OF JULY, 2025.

AYES:

NAYS:

ABSENT:

President, Board of Education

ATTEST:

Secretary, Board of Education

AGREEMENT FOR CERTIFIED ATHLETIC TRAINER SERVICES
between
OSF MULTI-SPECIALTY GROUP
and
MCLEAN COUNTY UNIT DISTRICT NO. 5

This AGREEMENT FOR CERTIFIED ATHLETIC TRAINER SERVICES (“Agreement”) is entered into as of the date last written below, by and between OSF MULTI-SPECIALTY GROUP, an Illinois not for profit corporation (“OSF”) and COMMUNITY UNIT SCHOOL DISTRICT NO. 5, MCLEAN AND WOODFORD COUNTIES, ILLINOIS, an Illinois public school district (the “District”), on behalf of NORMAL COMMUNITY HIGH SCHOOL and NORMAL WEST HIGH SCHOOL (each a “School” and collectively, the “Schools”).

WHEREAS, OSF employs certified athletic trainers qualified to provide athletic training services to students participating in interscholastic sports; and

WHEREAS, District desires to obtain the services of certified athletic trainers employed by OSF (each a “Certified Athletic Trainer” and collectively the “Certified Athletic Trainers”) to provide appropriate athletic training services for the safety and welfare of students participating in interscholastic sports and athletics at Schools, according to the terms of this Agreement; and

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WHEREAS, OSF desires to provide the services of Certified Athletic Trainers according to the terms set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, the receipt and sufficiency of which are hereby acknowledged, and in reliance upon the recitals set forth above, which are incorporated herein by reference, the parties hereto agree as follows:

1. OSF'S RETENTION AND CONTINUING OBLIGATIONS.

1.1 Retention. District hereby retains OSF and OSF accepts such retention and agrees to provide the professional services of Certified Athletic Trainers. All services shall be provided in accordance with OSF policies, the Ethical and Religious Directives for Catholic Health Care Services, as amended from time to time, promulgated by the United States Conference of Catholic Bishops, as interpreted and applied by OSF, and the terms of this Agreement. OSF shall be accountable to Schools through each School's Athletic Director or his/her designee (“Athletic Director”).

1.2 Continuing Obligations. During the Term of this Agreement, OSF shall cause Certified Athletic Trainers to hold a currently valid Illinois license to provide athletic training services, as issued by the Illinois Department of Financial and Professional Regulation in accordance with the Illinois Athletic Trainers Practice Act 225 ILCS 5/ (the "Act").

2. DUTIES AND COVENANTS OF OSF.

2.1 Services. OSF agrees to provide services (“Services”) of two (2) Certified Athletic Trainers to student athletes of each School, as mutually agreed upon and in

accordance with Section 2.2 herein. Certified Athletic Trainers shall provide Services on-site at Schools, or at such other School-hosted location(s) at which the Schools' athletes regularly participate in practices or events or that serve as local alternative locations due to weather or conflicts which are considered "home" locations, during regularly scheduled sporting practices and events, all as designated by Schools. Certified Athletic Trainer's on-field coverage of specific sporting practices and/or events shall be at the direction of the Athletic Director, in consultation with Certified Athletic Trainers.

Except for post-season events, School shall request services of a Certified Athletic Trainer for off-site/"away" coverage of specific practice and/or events at least 30 days in advance, and such coverage shall be provided upon the mutual agreement of the parties. For post-season events, School shall request services of a Certified Athletic Trainer for off-site/"away" coverage at soon as possible.

Services may include, without limitation and as appropriate:

- 2.1.1 Pre-practice/practice preparation;
- 2.1.2 Event preparation/event coverage;
- 2.1.3 Post-practice/event injury follow-up;
- 2.1.4 Evaluation of injuries, provision of treatment and instruction, oversight and direction of rehabilitation/functional progression of School athletes back to activities of daily living/the student athlete's sport;
- 2.1.5 In-service educational programs to School students, staff and administration, as requested by School;
- 2.1.6 Baseline concussion testing for School athletes pursuant to a schedule mutually agreed upon by School and OSF;
- 2.1.7 Evaluation/instruction on preventative programs to assist with injury prevention upon request and agreed upon by both Parties; and
- 2.1.8 Telephone consultation access to Certified Athletic Trainers for School administration, coaches and athletes/parents. In the event a Certified Athletic Trainer is unavailable, OSF will make commercially reasonable efforts to provide for telephone consultation access to another certified athletic trainer.

Certified Athletic Trainer's Services shall be under the direction of a physician designated by OSF, or such other physician providing services to a School student athlete, as applicable, all in accordance with the Act.

- 2.2 Scheduling of Services. Certified Athletic Trainers shall provide Services up to a maximum of six (6) days per week, during regularly scheduled School-hosted sporting practices and events, in accordance with a schedule mutually agreed upon by each School and the Certified Athletic Trainers. Certified Athletic Trainers shall provide a minimum of two thousand (2,000) hours of Services to Normal

Community High School and a minimum of two thousand (2,000) hours of Services to Normal West High School in each School Year of the Term of this Agreement. District acknowledges and agrees that each School is responsible for payment for a minimum of two thousand (2,000) hours of Services per year, in accordance with Section 4.1 herein.

At the start of each School Year (as such term is defined in Section 5.1), each School shall provide OSF and Certified Athletic Trainers with a schedule of regular season practices and event dates and times at which such School requests coverage by Certified Athletic Trainer; the Schools acknowledge that Certified Athletic Trainer Services shall not exceed forty (40) hours per week. Each School and Certified Athletic Trainer will meet monthly to confirm any updates to schedules. Each School shall provide notice as soon as possible with the goal of providing forty-eight (48) hours advance notice to OSF and Certified Athletic Trainer(s) of any scheduled/rescheduled or additional sporting practice or event, including post-season events, for which such School desires coverage by Certified Athletic Trainer(s); each School acknowledges that in the event such notice is not provided, Services may not be available.

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Certified Athletic Trainers acknowledge that at the request of a School, the Certified Athletic Trainers providing Services under this Agreement shall generally be onsite at the Schools from Monday-Friday 3pm-7pm (on days school is in session), consistent with each School's schedule of athletic competitions and practices, or as is otherwise mutually agreed upon. If practices are scheduled past 7 p.m. or on weekends, Certified Athletic Trainer is not responsible for coverage unless previously agreed upon (and subject to a maximum of forty (40) hours per week of Services).

In the event Certified Athletic Trainer is unable to provide coverage of any previously agreed-upon practice or event, whether due to illness, vacation or otherwise, OSF will make commercially reasonable efforts to provide and/or coordinate temporary substitute coverage by another certified athletic trainer.

In the event of any scheduling conflict that develops due to multiple practices and/or events at a School (or such other School-hosted location), coverage by the Certified Athletic Trainer will be mutually prioritized by the School and OSF, in consultation with Certified Athletic Trainer. Notwithstanding the foregoing, the parties acknowledge and agree that on-field coverage of football games shall take precedence over on-field coverage of other sporting events.

Coverage by Certified Athletic Trainer at any non-School hosted sporting event (i.e., "away games") at which either School student athletes participate shall be mutually agreed upon by such School and OSF, in consultation with the Certified Athletic Trainer.

- 2.3 Limitation of Services Under this Agreement. District specifically acknowledges that this Agreement is limited in scope to the professional services of Certified Athletic Trainer as set forth herein, and further acknowledges that the provision of professional medical services provided by an OSF orthopedic surgeon or non-

surgical sports medicine physician or other OSF physician or healthcare provider to any School athlete is outside of the scope of this Agreement.

- 2.4 Insurance. OSF shall maintain professional and general liability insurance in the amount of not less than \$1,000,000 per occurrence for the term of this Agreement covering the Certified Athletic Trainers providing Services under this Agreement through a self-insurance program or commercial insurance obtained to replace or supplement such self-insurance program. OSF shall also maintain workers' compensation insurance coverage for its employees providing Services under this Agreement.

3. DUTIES AND COVENANTS OF SCHOOLS.

- 3.1 Facilities, Equipment and Supplies. District shall provide all facilities and equipment necessary for the sporting event at which the Services of the Certified Athletic Trainer(s) are requested, and shall maintain such facilities and equipment in good and proper order and working condition. Upon request of OSF, the Schools shall also provide all expendable medical supplies, tape, etc. that are reasonably necessary for the provision of Services. District specifically acknowledges and agrees that neither OSF nor any Certified Athletic Trainer providing Services hereunder is responsible for: (i) the inspection, maintenance or supervision of the facilities at which an event occurs, or (ii) the selection, inspection or maintenance of any athletic training equipment or supplies provided by a School. District and the Schools shall indemnify and hold Certified Athletic Trainer(s), OSF, and its Board, officers, employees, agents and representatives harmless from any claim or cause of action arising out of or in connection with the failure or alleged failure to appropriately maintain facilities, equipment or supplies described herein.

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- 3.2 Operational Requirements. District shall also:

- a. Provide access to an adequate, secure space for the Certified Athletic Trainer to use for the provision of Services under this Agreement that is accessible to all School student athletes;
- b. Provide qualified coaching staff, who shall work in collaboration with the Certified Athletic Trainer as necessary for the safety and support of student athletes;
- c. Provide a safe environment for practice and competition;
- d. Notify OSF immediately if questions or concerns arise regarding any aspect of the Services provided under this Agreement; and

- 3.3 Student Athlete Consent. In the event the consent or authorization of a School Athlete or his/her parent or legal guardian is required for the provision of Services by a Certified Athletic Trainer under this Agreement, the District shall (or shall cause Schools to) be solely responsible for securing any necessary consent(s) and/or authorization(s) relating to the provision of Services by a Certified Athletic Trainer. The District and each School shall indemnify and hold Certified Athletic Trainers, OSF, and its Board, officers, employees, agents and representatives harmless from

any claim or cause of action arising out of or in connection with the District's and/or relevant School's failure or alleged failure to obtain any consent or authorization necessary for the provision of Services by a Certified Athletic Trainer under this Agreement.

3.4 Records. Each School shall maintain student records, including any records created by Certified Athletic Trainer(s) in the course of the provision of services under this Agreement that constitute student records, in accordance with all applicable federal and state law including without limitation, the Family Educational Rights and Privacy Act (FERPA) and the Illinois School Student Records Act (ISSRA).

3.5 Marketing. Each School shall:

3.5.1 Permit OSF to place banners approved by the District and identifying OSF as the official athletic trainer provider of School in mutually agreed upon locations. OSF acknowledges that the production and hanging of such banners shall be at OSF's sole cost and expense.

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3.5.2 Place the OSF logo and website link, as mutually agreed, on the School's athletics website;

3.5.3 Permit the use of School's name and logo on the OSF website; and

3.5.4 Permit OSF to embroider, at OSF's sole cost and expense, School apparel worn by OSF Athletic Trainers with the OSF logo.

4. COMPENSATION.

4.1 Compensation. In consideration of the Services provided under this Agreement, District shall compensate OSF as follows:

4.1.1 2025-2026 School Year. The sum of Twenty-Five Thousand and No/100 Dollars (\$25,000.00) for the first two thousand (2,000) hours of Services provided during the 2025-2026 School Year per School, for a sum of Fifty Thousand and No/100 (\$50,000.00). In addition, in the event Certified Athletic Trainers provide Services in excess of two thousand (2,000) hours during such School Year, at either School, District shall pay OSF the sum of Thirty and No/100 Dollars (\$30.00) per excess hour of Services.

4.1.2 2026-2027 School Year. The sum of Thirty Thousand and No/100 Dollars (\$30,000.00) for the first two thousand (2,000) hours of Services provided during the 2026-2027 School Year per School, for a sum of Sixty Thousand and No/100 (\$60,000.00). In addition, in the event Certified Athletic Trainers provide Services in excess of two thousand (2,000) hours during such School Year, at either School, District shall pay OSF the sum of Thirty and No/100 Dollars (\$30.00) per excess hour of Services.

4.1.3 2027-2028 School Year. The sum of Thirty-Five Thousand and No/100 Dollars (\$35,000.00) for the first two thousand (2,000) hours of Services provided during the 2027-2028 School Year per School, for a sum of Seventy

Thousand and No/100 (\$70,000.00). In addition, in the event Certified Athletic Trainers provide Services in excess of two thousand (2,000) hours during such School Year, at either School, District shall pay OSF the sum of Thirty and No/100 Dollars (\$30.00) per excess hour of Services.

4.1.4 2028-2029 School Year. The sum of Forty Thousand and No/100 Dollars (\$40,000.00) for the first two thousand (2,000) hours of Services provided during the 2028-2029 School Year per School, for a sum of Eighty Thousand and No/100 (\$80,000.00). In addition, in the event Certified Athletic Trainers provide Services in excess of two thousand (2,000) hours during such School Year, at either School, District shall pay OSF the sum of Thirty and No/100 Dollars (\$30.00) per excess hour of Services.

4.1.5 2029-2030 School Year. The sum of Forty Thousand and No/100 Dollars (\$40,000.00) for the first two thousand (2,000) hours of Services provided during the 2029-2030 School Year per School, for a sum of Eighty Thousand and No/100 (\$80,000.00). In addition, in the event Certified Athletic Trainers provide Services in excess of two thousand (2,000) hours during such School Year, at either School, District shall pay OSF the sum of Thirty and No/100 Dollars (\$30.00) per excess hour of Services.

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District specifically acknowledges and agrees that each School is obligated under this Agreement to utilize Certified Athletic Trainer Services for a minimum of two thousand (2,000) hours per School Year throughout the Term; District further acknowledges and agrees that District shall be responsible for payment to OSF for the minimum amounts set forth in this Section 4.1 for the provision of two thousand (2,000) hours of Services each School Year at each School, even if one or both Schools has not scheduled/utilized such minimum number of hours.

OSF shall submit an invoice to District on the 1st of July each year for the full amount due for two thousand (2,000) hours of Services, per School, for the relevant School Year, in accordance with the amounts set forth in this subsection. District shall make payment to OSF within thirty (30) days of receipt of invoice. In the event either School utilizes more than two thousand (2,000) hours of Services during any School Year, OSF shall submit one or more invoices to District for such excess Services, and District shall make payment to OSF within thirty (30) days of receipt of invoice(s).

In addition, in the event either School and OSF mutually agree to the provision of Services at any non-School hosted sporting event (i.e., "away game") at which School student athletes participate, District shall reimburse consistent with District's policy OSF for mileage incurred by Certified Athletic Trainer or any other OSF agent or employee providing Services under this Agreement, for event coverage services requiring round-trip travel of twenty-five (25) miles or more. Mileage shall be calculated based on travel to and from the School. District shall reimburse OSF for mileage at the IRS standard mileage rate then in effect.

District acknowledges that the compensation paid under Section 4.1 of this Agreement is in consideration of those Services specifically outlined herein. In the event a School student athlete obtains the services of a Certified Athletic Trainer, OSF physician or other provider at an OSF facility or otherwise, and such services

are not specifically covered by this Agreement, OSF shall have the full right and authority to bill the student athlete for such services.

5. TERM AND TERMINATION.

5.1 Term. The Term of this Agreement shall commence as of July 1, 2025 (the “**Effective Date**”) for an initial term of three (3) School Years (the “**Initial Term**”). For purposes hereof, a “**School Year**” shall be defined as July 1 through the following June 30. If still in effect at the end of the Initial Term, this Agreement shall then automatically renew for up to two (2) additional one (1) year periods (each a “**Renewal Term**”) (the Initial Term and all Renewal Terms are referred to as the “**Term**”), unless either party gives the other party written notice of intent not to renew this Agreement at least sixty (60) days prior to the expiration of the Initial Term or the then-existing Renewal Term; subject, however, to termination under Section 5.2.

5.2 Termination. This Agreement may be sooner terminated upon the following:

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5.2.1 Agreement. Written agreement by both parties to this Agreement.

5.2.2 Failure to Follow Decision of Certified Athletic Trainer. In the event a School coach or other School official fails to follow the decision of Certified Athletic Trainer (or the OSF-designated substitute) with respect to a School student athlete's ability to participate in one or more practice(s) and/or event(s), then OSF may terminate this Agreement upon notice to District.

5.2.3 Breach. In the event of the breach of this Agreement by either party, and the failure of the breaching party to correct such breach within ten (10) business days after written notice of breach, the non-breaching party may terminate this Agreement upon notice to the breaching party.

5.2.4 Notice. Either party may terminate this Agreement at any time upon sixty (60) days' prior written notice, provided, however, that termination under this subsection shall not be effective prior to the end of the Initial Term.

5.2.5 Staffing Shortage. In the event one or more Certified Athletic Trainers assigned to provide Services to the Schools is no longer able to provide Services under this Agreement (whether due to long term disability, termination of employment with OSFMSG, or otherwise), and after good faith efforts OSFMSG is unable to secure alternate coverage for the Services required under this Agreement, then either party may terminate this Agreement upon not less than thirty (30) days written notice to the other.

5.3 Post-Agreement Access. In the event of the expiration or termination of this Agreement for any reason, Certified Athletic Trainer shall be granted continued access to School facilities for a reasonable amount of time after expiration or termination, to enable Certified Athletic Trainer to complete all records and to collect equipment (if any) and any other items belonging to OSF and/or Certified Athletic Trainer.

6. MISCELLANEOUS.

6.1 Independent Contractor Status. District and OSF agree that they are each independent contractors, and neither District nor any of its agents, representatives, students, or employees shall be considered employees of OSF, nor shall OSF or any of its agents, representatives or employees be considered agents, representatives or employees of District. In no event shall this Agreement be construed as establishing a partnership or joint venture or similar relationship between the parties hereto. District and OSF shall each be liable for its own debts, obligations, acts and omissions, including payments of all required withholding, social security, and other taxes or benefits. No OSF employee shall look to District for any salary, insurance or other benefits. District will file and furnish OSF with a copy of IRS Form 1099 as required by law.

6.2 Assignment. This Agreement and all rights and benefits hereunder are personal to OSF and District, and neither this Agreement nor any right or interest of OSF or District herein, or arising hereunder, shall be voluntarily or involuntarily sold, transferred or assigned without the written consent of the other party, and any attempt at assignment without such consent is void. However, OSF may assign its rights, duties and obligations hereunder to an affiliate or subsidiary legal entity.

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6.3 Changes or Modifications. No change or modification of this Agreement shall be valid unless the same shall be in writing and signed by OSF and by District. No waiver of any provision of this Agreement shall be valid unless in writing and signed by the person or party against whom charged.

6.4 Entire Agreement. OSF and District warrant to each other that they have all requisite authority to enter into this Agreement. This Agreement constitutes the entire agreement between the parties and supersedes and replaces any and all other agreements, either written or oral, between the parties hereto with respect to the subject matter hereof, and all other such agreements, either written or oral, shall be considered terminated as of the Effective Date of this Agreement, as set forth in Section 5.1 herein. School and OSF acknowledge that in entering into this Agreement, they have relied solely upon the representations and agreements contained in this Agreement.

6.5 Notices. Notices required herein shall be considered effective when delivered in person or when sent by United States Certified Mail, postage prepaid, return receipt requested, and addressed to:

OSF:

Chief Executive Officer
OSF Multi-Specialty Group
124 SW Adams Street
Peoria, IL 616102

District:

Superintendent
Community Unit School District No. 5,
McLean and Woodford Counties, Illinois
1809 W. Hovey Avenue
Normal, IL 61761

with a copy to:

Joseph Whitson
Supervisor Athletic Trainer –
OSF Sports Medicine
OSF Multi-Specialty Group
2406 E. Empire Street
Bloomington, IL 61704

M. Curt Richardson
Attorney for the District
Community Unit School District No. 5,
McLean and Woodford Counties, Illinois
1809 W. Hovey Avenue
Normal, IL 61761

or to such other address as may be designated by the respective parties by notice given pursuant to this section from time to time.

- 6.6 Governing Law. This Agreement has been executed and delivered in, and shall be interpreted, construed and enforced pursuant to and in accordance with the internal laws of the State of Illinois without regard to its choice of law rules. McLean County, Illinois, shall be the sole and exclusive venue for any legal proceeding arising out of this Agreement.
- 6.7 Severability. The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provisions hereof, and this Agreement shall be construed in all respects as if such invalid or unenforceable provision were omitted.
- 6.8 Waiver of Breach. The waiver by either party of a breach or violation of any provision of this Agreement shall not operate as, or be construed to be, a waiver of any subsequent breach of the same or other provision hereof.
- 6.9 Interpretation. This Agreement is a result of negotiations between the parties, none of whom have acted under any duress or compulsion, whether legal, economic or otherwise. Accordingly, the parties hereby waive the application of any rule of law that otherwise would be applicable in connection with the construction of this Agreement that ambiguous or conflicting terms or provisions should be construed against the party who (or whose attorney) prepared the executed Agreement or any earlier draft of the same. Unless the context of this Agreement otherwise clearly requires, references to the plural include the singular and the singular, the plural. The words “hereof,” “herein,” “hereunder” and similar terms in this Agreement refer to this Agreement as a whole and not to any particular provision of this Agreement. The section titles and other headings contained in this Agreement are for reference only and shall not affect in any way the meaning or interpretation of this Agreement.

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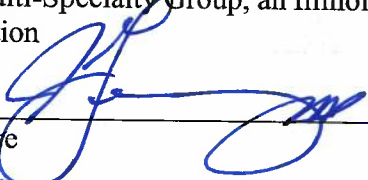
[Signature page follows]

IN THE WITNESS WHEREOF, the parties have executed this Agreement as of the date last written below.

OSF:

OSF Multi-Specialty Group, an Illinois not-for-profit corporation

Signature



Date

7/8/2025

Title

PRESIDENT, OSFMG

DISTRICT:

Community Unit School District No. 5, McLean and Woodford Counties, Illinois

Signature

Date

Title

To: Board of Education

From: Martin Hickman, CFO

Date: 7/16/2025

Re: Schedule B Recommendations

The Schedule B Committee meets each year to review current Schedule B positions and the associated pay rates. The following adjustments are recommended by the Schedule B Committee as well as the District Administration.

Musical Director – Change pay rate from 0.04 to 0.07 of contract base salary.

Assistant Musical Director – Change pay rate from 0.02 to 0.04 of contract base salary.

After review it was determined that the work involved with the two positions combined is approximately the same as the Drama schedule B assignment which has a pay rate of 0.11. The recommendations above combine to 0.11 of the contract base to equal the Drama rate.



Unit 5 School Improvement Plan Template

SIP Directions & Slides

School Year: 2025-2026

Building:	YBMC Charter School	Admin. Name:	Tracey Polson
Important Dates			
Due Date	Meeting/Task		
October 14th	Plans completed and shared		
February 3rd	Analyze progress, adjust action plans, internal reporting		
April 28th	Goal Results		

Cycles of Inquiry for Finding & Solving Problems

Cycles of Inquiry includes a five-step, action/analysis process that can be continuously refined to address the needs of the specific school, grade level, content area, or classroom context. The five steps involved in the Cycles of Inquiry approach include problem identification, strategy selection, goal setting, teacher learning, and diagnosis of implementation and impact. The Cycles of Inquiry Logic Model is organized around a proposition that links student learning outcomes with adult instructional practice. Not only will leadership teams consider student learning data in their analysis, but they will methodically collect and interpret instructional data in the form of artifact reviews or observable adult behaviors. Taken together, this more robust investigation results in sound strategy selection with a stronger logic connection to the problem of origin unique to the school. The diagram below illustrates the five step process that make-up the Cycles of Inquiry Design.

Five Step Process

1. Root Cause Problem Identification

Analysis of student data to indicate that there is a need to improve student growth and achievement. The leadership team evaluates assessment items or tasks to identify the specific standards, content knowledge, skills, or learning strategies that are less well developed among students.

What Is The Current Reality?

- Identify the Problem
 - Make Observations
 - Discuss data without bias. Focus should be on instructional/system changes, not a focus on families or students.
- [Admin Digging into Data Directions and Templates](#)

Selecting a “Focus Area/Topic”

- Only select areas we have control over and can influence

What Is the Root Cause?

- Ask the 5 Whys
 - Agree on the Potential Root Cause
- [Let's Practice Cycles of Inquiry & Root Cause](#) (presentation)
[Let's Practice Cycles of Inquiry & Root Cause](#) (handout)

2. Select Instructional Improvement Strategy

What can be done to address the identified and agreed upon Root Cause of the Focus Area/Topic?

[Elementary Root Cause Resources](#)

Which Equitable Educational Practice connects to the Root Cause Analysis?

- [Equitable Instructional Practices](#)
- [Radically Inclusive Relationships](#)

Academic Goal					
Instructional Leadership Team Members					
Tracey Polson	Dana Crutcher	Kevin Bradley	Nuusa Famoe	Mary Gura	Stacy Van
Stephanie Bridges	Bertram Givan	Eduardo Pimentel			
Meeting Dates:					
1/17/2025	2/14/2025	4/4/2025	5/2/2025	5/30/2025	
1/31/2025	3/7/2025	4/18/2025	5/16/2025		
SMART Goal					
<p>Student Outcome (Growth & Achievement) Goal: Over the next 12 months, at least 75% of enrolled charter students will demonstrate measurable improvement in basic literacy and numeracy skills by advancing one or more Educational Functioning Levels (EFLs) on the TABE 11/12 post-assessment, following targeted instruction and remediation services.</p>					
<i>Data Review Documents:</i>			<i>YBMC TABE 4 year evaluation and AIR Assessment</i>		
<p>Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and ink in your data analysis and other documents here.</p> <p>Students in YouthBuild often come from backgrounds where systemic barriers, such as poverty, trauma, unstable housing, or interrupted schooling, have made success in traditional academic settings more difficult. These students are incredibly resilient, motivated, and capable of growth, but standardized metrics like SAT scores and traditional four-year graduation rates rarely reflect their journeys or accomplishments accurately. The SAT measures performance on a narrow set of academic skills, often tied to a student's access to test prep, stable schooling, and academic enrichment. It does not measure the gains in literacy, employability, leadership, or life skills that YouthBuild students achieve through individualized instruction, mentoring, job training, and community service. Likewise, graduation rates are typically calculated on a rigid timeline ie. students must finish high school within four years of starting 9th grade to "count." YouthBuild students may re-engage in education after dropping out, take non-linear paths to completion, or pursue equivalency credentials like the GED. These students may earn their diploma or GED later than peers, but they do so while also completing workforce credentials, service-learning, and personal development milestones that aren't captured by a four-year graduation statistic.</p>					
<i>Root Cause Analysis:</i>			<i>See AIR Assessment</i>		
<p>Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on SMART Goals and examples, please see the linked document.</p> <p>By the end of the 25-26 school year, 75% of students will advance one or more EFLs (Educational Functioning Levels) in Reading and Math.</p> <p>YBMC is addressing foundational skills that are prerequisites for academic success in all subject areas, charter students become more confident and capable of completing high school-level coursework, making them more likely to stay enrolled and engaged, higher literacy and numeracy skills lead to improved performance on assessments, credit recovery, and postsecondary readiness-all of which are directly tied to graduation pathways, for YBMC, measurable growth in EFLs often serves as a proxy indicator for long-term academic persistence and credential attainment.</p>					
<p>Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.</p> <p>TBD</p>					
Instructional Practice Plan					
<p>What NEW Knowledge ("Knowing") -or- Instructional Practice(s) ("Doing") will your building be focusing on this year?</p> <p>This year, YBMC will focus on strengthening staff capacity in interpreting TABE data and implementing structured, evidence-based literacy and numeracy interventions. Instructionally, we will prioritize targeted small-group instruction, progress monitoring, and cross-curricular integration to support students in improving foundational skills needed for academic recovery and graduation.</p>					
Action Plan with Specific Measures of Progress					
<p>an, design, and facilitate places, spaces, and times for staff learning and instructional practice development focused on school improvement to occ</p>					
Action Step	Person Responsible	Target Date	Evidence		

All instructional staff will complete annual professional development goals and participate in activities that support instructional learning at YBMC.	Education Director	8/1/2025	All instructional staff will submit a completed goal sheet listing professional development goals prior to the start of the 2025-2026 school year.
Instructors will receive innovative professional development in instructional content area to add tools and strategies in providing learning support to opportunity youth and/or alternative learners.	All instructional staff overseen by the Education Director	8/1/2026	All instructional staff will provide a report and follow up training to other instructional staff after the completion of the professional development event. This will be documented in personnel file and in the minutes from the staff meeting.
Three vocational training tracks will be established with at least one targeted academic courses that will blend academic and vocational training and equal high school diploma earning credit upon completion.	Executive Director, Education Director	8/1/2026	All course syllabi will document a credit assignment and value. For those courses that meet requirements for both academic and vocational objectives, the syllabi will note the co-enrollment.
YBMC Instructional Leadership Team will review curriculum to ensure all courses are aligned according to our G.R.O.W.E.R. model of learning and consistent with the IL Common Core State Standards	Education Director, Instructional Leadership Team	8/1/2026	All courses reviewed will have a review certification sheet attached showing the date of review and the criteria the course meets in alignment with YBMC GROWER Curriculum standards and IL State Common Core Standards.

Equity Goal

Instructional Leadership Team Members

Tracey Polson	Dana Crutcher	Kevin Bradley	Nusa Famoe	Mary Gura	Stacy Van
Stephanie Bridges	Bertram Givan	Eduardo Pimentel			

Meeting Dates:

1/17/2025	2/14/2025	4/4/2025	5/2/2025	5/30/2025	
1/31/2025	3/7/2025	4/18/2025	5/16/2025		

SMART Goal

Student Outcome (Growth & Achievement) Goal: YBMC Charter Students will benefit from innovative, engaging programming that helps them build their academic skills, prepares them for careers after YouthBuild and helps build their personal character through achieving their goals.

Background Data: What is the current reality? Provide background data that has led you to your focus and root cause. Provide an explanation and link in your data analysis and other documents here.

While YBMC earned high marks in equity on the AIR evaluation, we recognize that excellence is not a finish line—it’s an ongoing process of reflection, learning, and improvement. High scores affirm our current strengths, but sustaining a truly equitable culture requires intentional effort to deepen and expand what is already working. Equity-focused professional development allows YBMC to build on this strong foundation by continuing to equip staff with the tools and mindsets needed to serve students with empathy, consistency, and cultural responsiveness. It also helps address key areas identified in the AIR assessment—namely, the need for stronger formal staff evaluation processes and a more comprehensive understanding of our Charter School’s GROWER Model.

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building’s outcome goals. For more information on SMART Goals, please see the linked document.

Our goal is to ensure every staff member understands how they are supported, evaluated, and expected to grow as we feel it is essential to fostering a workplace where all individuals feel respected, valued, and professionally empowered. In this way, our ongoing commitment to professional development directly supports a more inclusive and high-functioning educational environment for both staff and students. Staff having comprehensive knowledge of the GROWER model will ensure all students have equitable access to strong, knowledgeable staff.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.

TBD

Instructional Practice Plan

What NEW Knowledge (“Knowing”) -or- Instructional Practice(s) (“Doing”) will your building be focusing on this year?

YBMC will institute a formal evaluation for all instructional staff using the Danielson Framework. All instructional staff will be evaluated and receive a formal evaluation with action steps for improvement or enhancement. The YBMC Instructional Leadership team will develop a GROWER Learning Model training program for ALL current YBMC staff and will be used for future new staff.

Action Plan with Specific Measures of Progress

Plan, design, and facilitate places, spaces, and times for [staff learning and instructional practice development](#) focused on school improvement to occur.

Action Step	Person Responsible	Target Date	Evidence
Instructional Leadership Team will create a GROWER Learning Model Training	Education Director	12/01/2025	Completed Training module.
All staff will be trained on the Grower Learning Model and certified	Executive Director	06/30/2026	Training schedules and certificates in personnel files
YBMC will complete a staff evaluation form and train instructional staff on the application of the form and the Danielson Framework.	Executive Director, Education Director	12/01/2025	The Evaluation Form, Training schedules and sign in sheets
All instructional staff will be evaluated using the Evaluation Form	Education Director	08/01/2026	Completed evaluations in employee files



Unit 5 School Improvement Plan Template

SIP Directions & Slides

School Year:

Building:

Admin. Name:

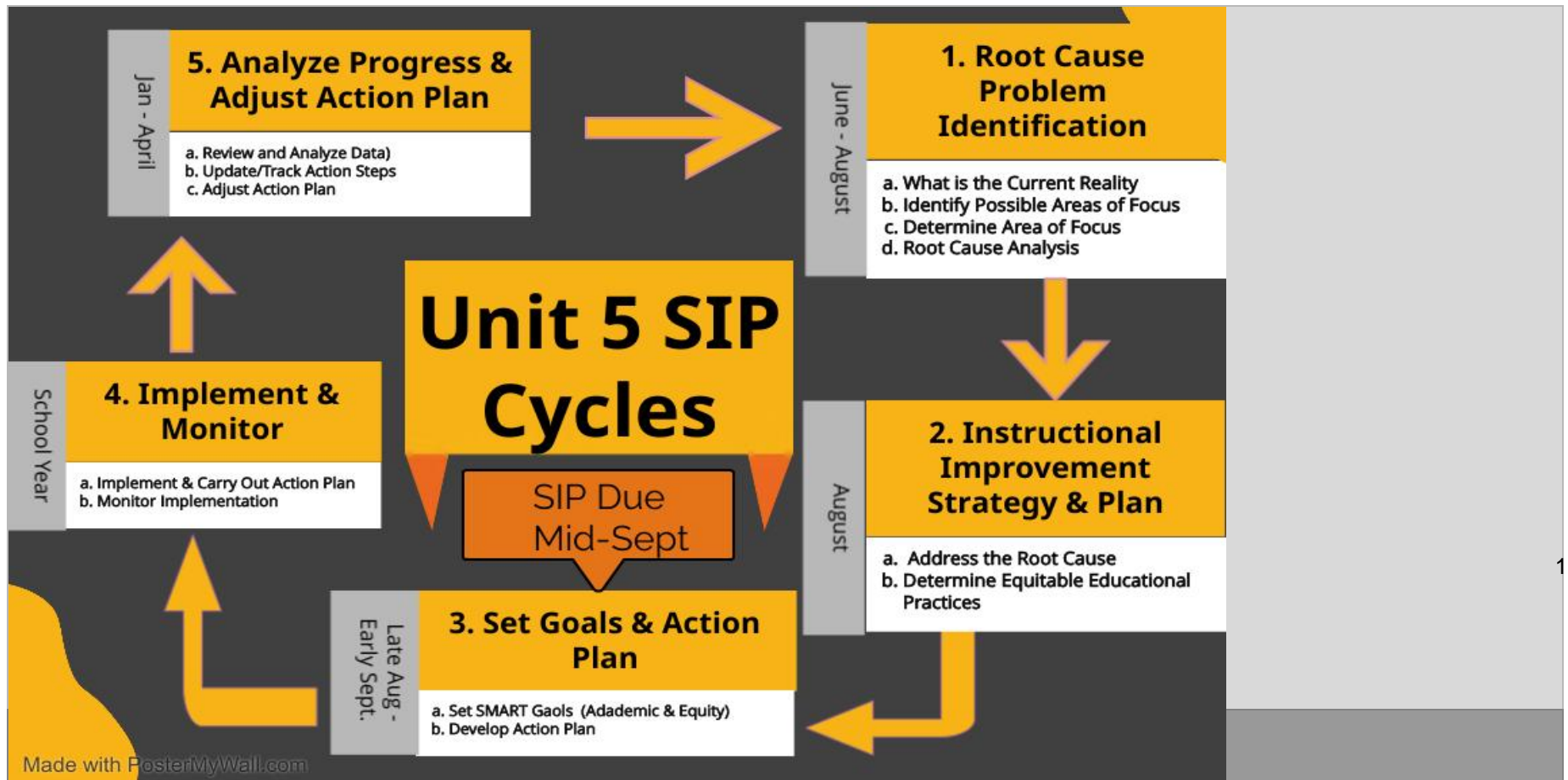
Important Dates

Due Date	Meeting/Task
September 27th	Plans completed and shared
Jan. - April	Analyze progress, adjust action plans, internal reporting
May 21st	Goal Results

Cycles of Inquiry for Finding & Solving Problems

Cycles of Inquiry includes a five-step, action/analysis process that can be continuously refined to address the needs of the specific school, grade level, content area, or classroom context. The five steps involved in the Cycles of Inquiry approach include problem identification, strategy selection, goal setting, teacher learning, and diagnosis of implementation and impact. The Cycles of Inquiry Logic Model is organized around a proposition that links student learning outcomes with adult instructional practice. Not only will leadership teams consider student learning data in their analysis, but they will methodically collect and interpret instructional data in the form of artifact reviews or observable adult behaviors. Taken together, this more robust investigation results in sound strategy selection with a stronger logic connection to the problem of origin unique to the school. The diagram below illustrates the five step process that make-up the Cycles of Inquiry Design.

Five Step Process



1. Root Cause Problem Identification

Analysis of student data to indicate that there is a need to improve student growth and achievement. The leadership team evaluates assessment items or tasks to identify the specific standards, content knowledge, skills, or learning strategies that are less well developed among students.

What Is The Current Reality?

- Identify the Problem
- Make Observations
- Discuss data without bias. Focus should be on instructional/system changes, not a focus on families or students.

[Admin Digging into Data Directions and Templates](#)

Selecting a “Focus Area/Topic”

- Only select areas we have control over and can influence

What Is the Root Cause?

- Ask the 5 Whys
 - Agree on the Potential Root Cause
- Let's Practice Cycles of Inquiry & Root Cause* (presentation)
Let's Practice Cycles of Inquiry & Root Cause (handout)

2. Select Instructional Improvement Strategy

What can be done to address the identified and agreed upon Root Cause of the Focus Area/Topic?

[Elementary Root Cause Resources](#)

Which Equitable Educational Practice connects to the Root Cause Analysis?

- *Equitable Instructional Practices*
- *Radically Inclusive Relationships*

Academic Goal

Instructional Leadership Team Members

Meeting Dates:

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.

Data Analysis Link below:

Root Cause Documentation Link Below:

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

111

In Spring 2025, the percentage of non-low income students meeting/exceeding the STAR literacy benchmark was 93.1% while the percentage of students qualifying for free lunch that met or exceeded the STAR literacy benchmark was 72.1%.

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.

Our goal is to [quantifiable objective] by [timeframe or deadline].

The SIP literacy goal for the 25-26 school year is to improve the percentage of students who qualify for free lunches that are meeting or exceeding the STAR literacy benchmark to 80%, an increase of 7.9%.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.

Academic Goal

Instructional Leadership Team Members

Meeting Dates:

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.

Data Analysis Link below:	Root Cause Documentation Link Below:

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

In Spring 2025, the percentage of non-low income students meeting/exceeding the STAR math benchmark was 92.2% while the percentage of students qualifying for free lunch that met or exceeded the STAR math benchmark was 61.9%.

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.

Our goal is to [quantifiable objective] by [timeframe or deadline].

The SIP math goal for the 25-26 school year is to improve the percentage of students who qualify for free lunches that are meeting or exceeding the STAR math benchmark to 70%, an increase of 8.1%.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.

Equity Goal

Instructional Leadership Team Members

Meeting Dates:

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: *What is the current reality? Provide background data that has led you to your focus and root cause. Provide an explanation and link in your data analysis and other documents here.*

Data Analysis Link below:

Root Cause Documentation Link Below:

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

115

In 24-25, the attendance rate of non-low income students was 89.6% while the attendance rate for students who qualified for free lunches was 74.4%.

Outcome Goal/SMART Goal: *An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#), please see the linked document.*

Our goal is to [quantifiable objective] by [timeframe or deadline].

The SIP equity goal for the 25-26 school year is to improve the attendance rate of students who qualify for free lunches to 80%, an increase of 5.6%.

Results: *Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.*

Instructional Practice Plan

What NEW Knowledge (“Knowing”) -or- Instructional Practice(s) (“Doing”) will your building be focusing on this year?

[Key players or teams] will accomplish this goal by [what steps you'll take to achieve the goal]. Accomplishing this goal will [result or benefit].

Action Plan with Specific Measures of Progress

Plan, design, and facilitate places, spaces, and times for [staff learning and instructional practice development](#) focused on school improvement to occur.

Action Step	Person Responsible	Target Date	Evidence



Unit 5 School Improvement Plan Template SIP Directions & Slides

School Year: 25-26

Building: Sugar Creek

Admin. Name: Scott Vogel

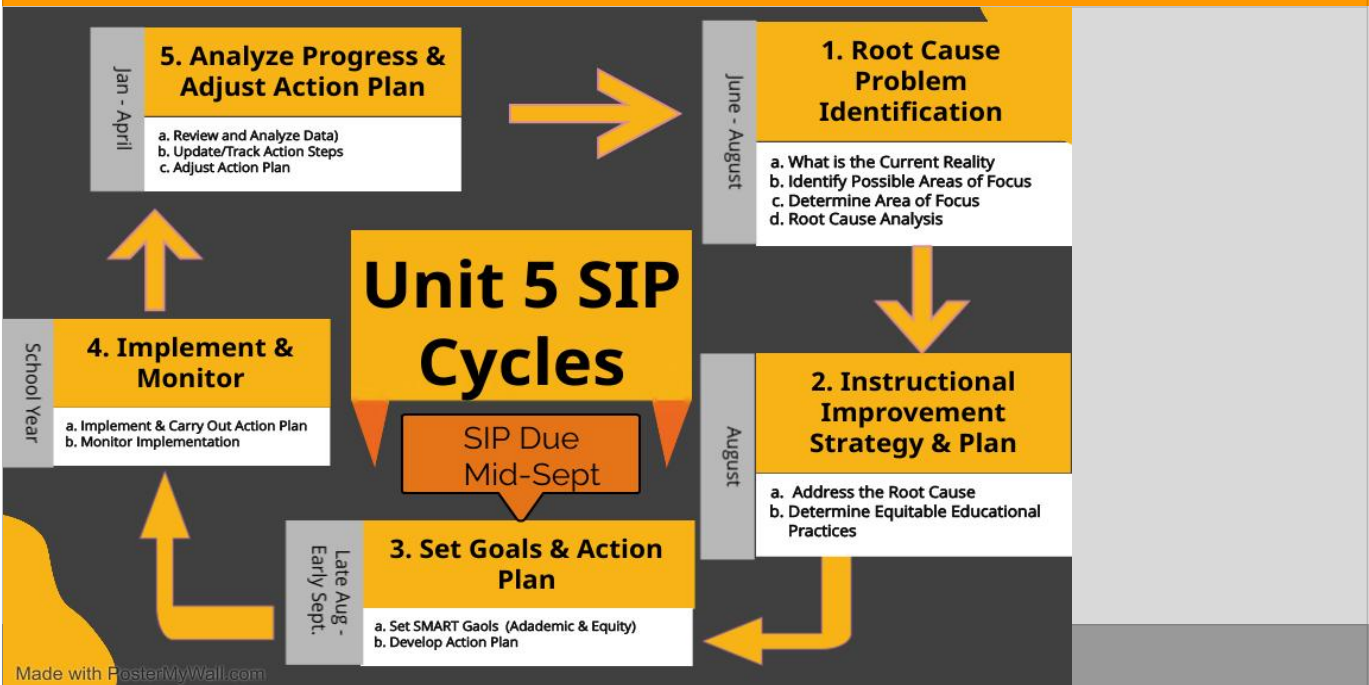
Important Dates

Due Date	Meeting/Task
September 27th	Plans completed and shared
Jan. - April	Analyze progress, adjust action plans, internal reporting
May 21st	Goal Results

Cycles of Inquiry for Finding & Solving Problems

Cycles of Inquiry includes a five-step, action/analysis process that can be continuously refined to address the needs of the specific school, grade level, content area, or classroom context. The five steps involved in the Cycles of Inquiry approach include problem identification, strategy selection, goal setting, teacher learning, and diagnosis of implementation and impact. The Cycles of Inquiry Logic Model is organized around a proposition that links student learning outcomes with adult instructional practice. Not only will leadership teams consider student learning data in their analysis, but they will methodically collect and interpret instructional data in the form of artifact reviews or observable adult behaviors. Taken together, this more robust investigation results in sound strategy selection with a stronger logic connection to the problem of origin unique to the school. The diagram below illustrates the five step process that make-up the Cycles of Inquiry Design.

Five Step Process



1. Root Cause Problem Identification

Analysis of student data to indicate that there is a need to improve student growth and achievement. The leadership team evaluates assessment items or tasks to identify the specific standards, content knowledge, skills, or learning strategies that are less well developed among students.

What Is The Current Reality?

- Identify the Problem
 - Make Observations
 - Discuss data without bias. Focus should be on instructional/system changes, not a focus on families or students.
- [Admin Digging into Data Directions and Templates](#)

Selecting a “Focus Area/Topic”

- Only select areas we have control over and can influence

What Is the Root Cause?

- Ask the 5 Whys
 - Agree on the Potential Root Cause
- [Let's Practice Cycles of Inquiry & Root Cause](#) (presentation)
[Let's Practice Cycles of Inquiry & Root Cause](#) (handout)

2. Select Instructional Improvement Strategy

What can be done to address the identified and agreed upon Root Cause of the Focus Area/Topic?

[Elementary Root Cause Resources](#)

Which Equitable Educational Practice connects to the Root Cause Analysis?

- [Equitable Instructional Practices](#)
- [Radically Inclusive Relationships](#)

Academic Goal

Instructional Leadership Team Members

Emma Clark - 4	Priscilla Steers -2		Monique Hall -1	Karen Showalter - SLP	Scott Vogel - Principal
Melissa Polley - KDG	Sierra Tellor - 5	Ferah Peters - AP			

Meeting Dates:

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.

Data Analysis Link below:

Root Cause Documentation Link Below:

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.

By Spring 2026, Sugar Creek Elementary will increase the percentage of students in grades 2–5 meeting or exceeding benchmark on the STAR Literacy assessment from 69.6% to at least 72%, reversing the previous year's decline and demonstrating sustained literacy growth.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.

Instructional Practice Plan

What NEW Knowledge ("Knowing") -or- Instructional Practice(s) ("Doing") will your building be focusing on this year?

[Key players or teams] will accomplish this goal by [what steps you'll take to achieve the goal]. Accomplishing this goal will [result or benefit].

Action Plan with Specific Measures of Progress

Plan, design, and facilitate places, spaces, and times for [staff learning and instructional practice development](#) focused on school improvement to occur:

Action Step	Person Responsible	Target Date	Evidence
Benchmark Assessments (3x/year): Fall, Winter, and Spring STAR Literacy data to measure overall growth and goal progress.	Scott - BLT	25-26 School Year	STAR Assessment Data collected in EduClimber
Data Analysis & Goal Setting - August-September: Set individual student goals/classroom goals that align to the school-wide goal	Classroom Teachers	September 2025	
Host family literacy events and provide take-home reading kits and strategies.	Student/Family Engagement Committee & Title I	Fall Event and Spring Event	Flyer with dates and activities
Utilize instructional coaches to support lesson planning, co-teaching, and modeling effective reading teaching practices.	Scott/Ferah in collaboration with Tracie and Staci		
Prioritize daily reading blocks with a focus on comprehension, fluency, and vocabulary.	Scott/Ferah & Classroom Teachers	25-26 School Year	Area Schedule

Academic Goal

Instructional Leadership Team Members

Emma Clark - 4	Priscilla Steers -2		Monique Hall -1	Karen Showalter - SLP	Scott Vogel - Principal
Melissa Polley - KDG	Sierra Tellor - 5	Ferah Peters - AP			

Meeting Dates:

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.

Data Analysis Link below:

Root Cause Documentation Link Below:

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.

By Spring 2026, Sugar Creek Elementary will increase the percentage of students in grades 1–5 meeting or exceeding the benchmark on the STAR Math assessment from 64% to at least 68%, as measured by fall, winter, and spring STAR assessment data.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.

Instructional Practice Plan

What NEW Knowledge (“Knowing”) -or- Instructional Practice(s) (“Doing”) will your building be focusing on this year?

[Key players or teams] will accomplish this goal by [what steps you'll take to achieve the goal]. Accomplishing this goal will [result or benefit].

Action Plan with Specific Measures of Progress

Plan, design, and facilitate places, spaces, and times for [staff learning and instructional practice development](#) focused on school improvement to occur:

Action Step	Person Responsible	Target Date	Evidence
Benchmark Assessments (3x/year): Fall, Winter, and Spring STAR Math data to measure overall growth and goal progress.	Scott - BLT	25-26 School Year	STAR Assessment Data collected in EduClimber
Data Analysis & Goal Setting - August-September: Set individual student goals/classroom goals that align to the school-wide goal	Classroom Teachers	September 2025	Student Goal Setting Sheet
Tiered Math Interventions - Implement daily small-group interventions using research-based strategies for Tier 2 & Tier 3 students	Math Interventionist	September 2025 - April 2026	EduClimber Data - Data Day spreadsheet data collection
Utilize instructional coaches to support lesson planning, co-teaching, and modeling effective math practices.	Scott/Ferah in collaboration with Angie/Jen		



Unit 5 School Improvement Plan Template

SIP Directions & Slides

School Year:

2025-2026

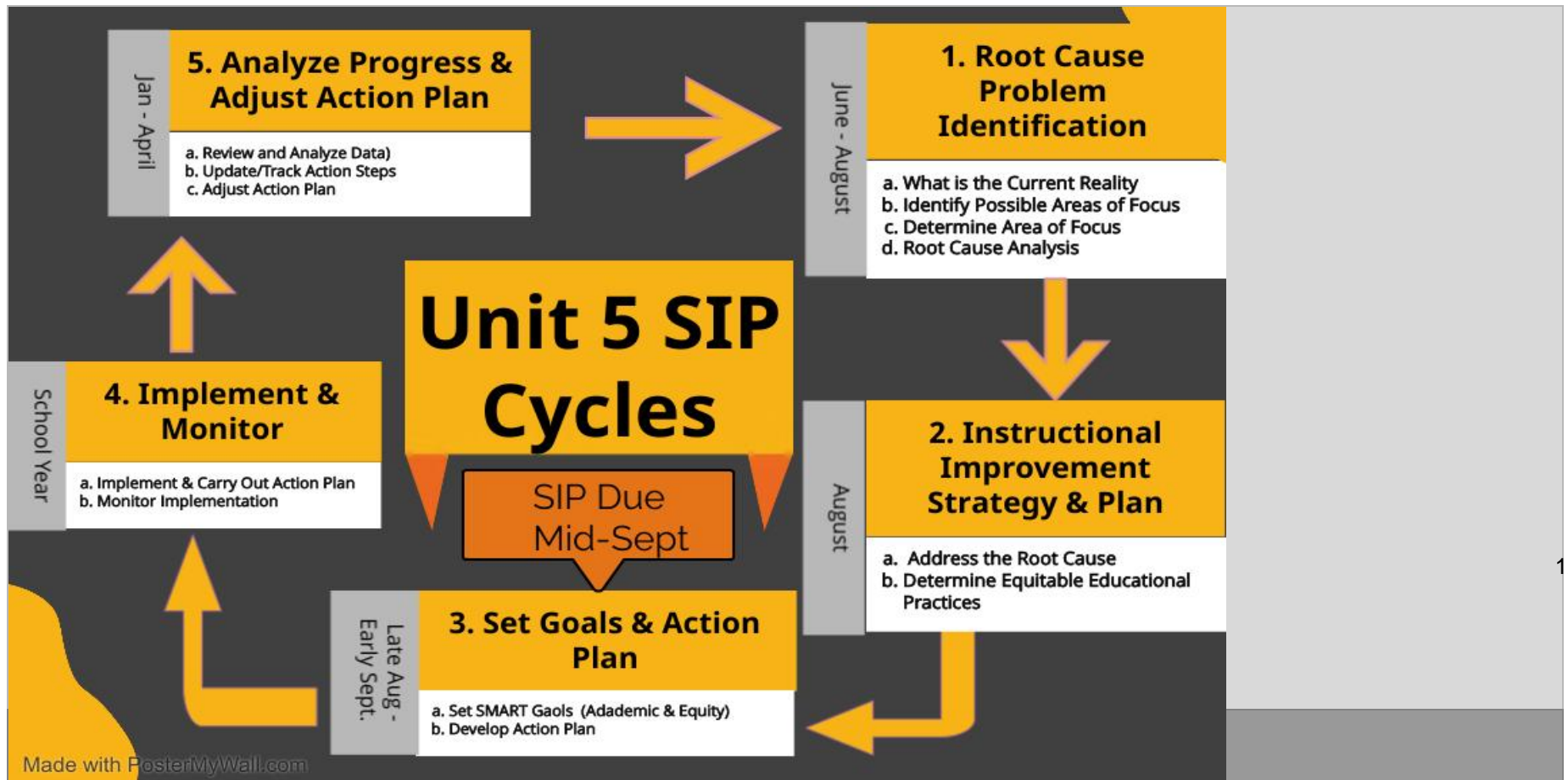
Building:	Fox Creek	Admin. Name:	Leslie Davenport and Robyn Taylor
Important Dates			
Due Date	Meeting/Task		
September 27th	Plans completed and shared		
Jan. - April	Analyze progress, adjust action plans, internal reporting		
May 21st	Goal Results		

Cycles of Inquiry for Finding & Solving Problems

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Cycles of Inquiry includes a five-step, action/analysis process that can be continuously refined to address the needs of the specific school, grade level, content area, or classroom context. The five steps involved in the Cycles of Inquiry approach include problem identification, strategy selection, goal setting, teacher learning, and diagnosis of implementation and impact. The Cycles of Inquiry Logic Model is organized around a proposition that links student learning outcomes with adult instructional practice. Not only will leadership teams consider student learning data in their analysis, but they will methodically collect and interpret instructional data in the form of artifact reviews or observable adult behaviors. Taken together, this more robust investigation results in sound strategy selection with a stronger logic connection to the problem of origin unique to the school. The diagram below illustrates the five step process that make-up the Cycles of Inquiry Design.

Five Step Process



1. Root Cause Problem Identification

Analysis of student data to indicate that there is a need to improve student growth and achievement. The leadership team evaluates assessment items or tasks to identify the specific standards, content knowledge, skills, or learning strategies that are less well developed among students.

What Is The Current Reality?

- Identify the Problem
- Make Observations
- Discuss data without bias. Focus should be on instructional/system changes, not a focus on families or students.

[Admin Digging into Data Directions and Templates](#)

Selecting a “Focus Area/Topic”

- Only select areas we have control over and can influence

What Is the Root Cause?

- Ask the 5 Whys
 - Agree on the Potential Root Cause
- Let's Practice Cycles of Inquiry & Root Cause* (presentation)
Let's Practice Cycles of Inquiry & Root Cause (handout)

2. Select Instructional Improvement Strategy

What can be done to address the identified and agreed upon Root Cause of the Focus Area/Topic?

[Elementary Root Cause Resources](#)

Which Equitable Educational Practice connects to the Root Cause Analysis?

- *Equitable Instructional Practices*
- *Radically Inclusive Relationships*

Academic Goal

Instructional Leadership Team Members

Kelly Reardon	Susie Downing	Mollie Marvel	Kjersten Woodward	Meghan Hillebrandt	Robyn Taylor
Susan Felix	Sarah Egge	Karrie Ruestman	Stephanie Banks	Leslie Davenport	

Meeting Dates:

August 21, 2025	September 3, 2025	October 1, 2025	November 5, 2025	December 3, 2025	January 7, 2026
February 4, 2026	March 5, 2025	April 1, 2026	May 6, 2026		

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.

Data Analysis Link below:	Root Cause Documentation Link Below:

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

Last year, we saw substantial growth with our Fountas and Pinnell results. In the fall our initial math scores were 57.92%. At the Winter benchmark, our Star Math scores were 63.82% overall which was an improvement of 5.82% which exceeded our goal of 3% growth. However, our STAR assesment scores did not show growth in our meets and exceed group. There was a 4.2% decrease in our school wide data from fall to spring.

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.

Our goal is to [quantifiable objective] by [timeframe or deadline].
 During the 2025–2026 school year, our goal is to increase student performance in reading by improving STAR Reading assessment scores by 2.5% from fall to spring. Progress will be monitored through fall, winter, and spring STAR assessments, along with ongoing classroom-based formative assessments to ensure targeted support and intervention for students not meeting grade-level expectations.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.

Academic Goal

Instructional Leadership Team Members

Kelly Reardon	Susie Downing	Mollie Marvel	Kjersten Woodward	Meghan Hillebrandt	Robyn Taylor
Susan Felix	Sarah Egge	Karrie Ruestman	Stephanie Banks	Leslie Davenport	

Meeting Dates:

August 21, 2025	September 3, 2025	October 1, 2025	November 5, 2025	December 3, 2025	January 7, 2026
February 4, 2026	March 5, 2025	April 1, 2026	May 6, 2026		

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.

Data Analysis Link below:	Root Cause Documentation Link Below:

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

Last year we saw growth in our fall to spring STAR assessment scores. A few teachers were piloting our new math curriculum. Overall, our STAR test scores showed 58% of students meeting or exceeding in the fall and then in the spring we increased to 61.54%.

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.

During the 2025–2026 school year, Fox Creek will improve overall student performance in mathematics by implementing Illustrative Math curriculum school wide. By the spring STAR assessment, we will increase the percentage of students meeting or exceeding grade-level expectations by 3%. Progress will be monitored throughout the school year with STAR assessments and ongoing formative assessments embedded in the Illustrative Math program to inform instruction and support differentiated learning.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.



Unit 5 School Improvement Plan Template

SIP Directions & Slides

School Year:

Building:

Admin. Name:

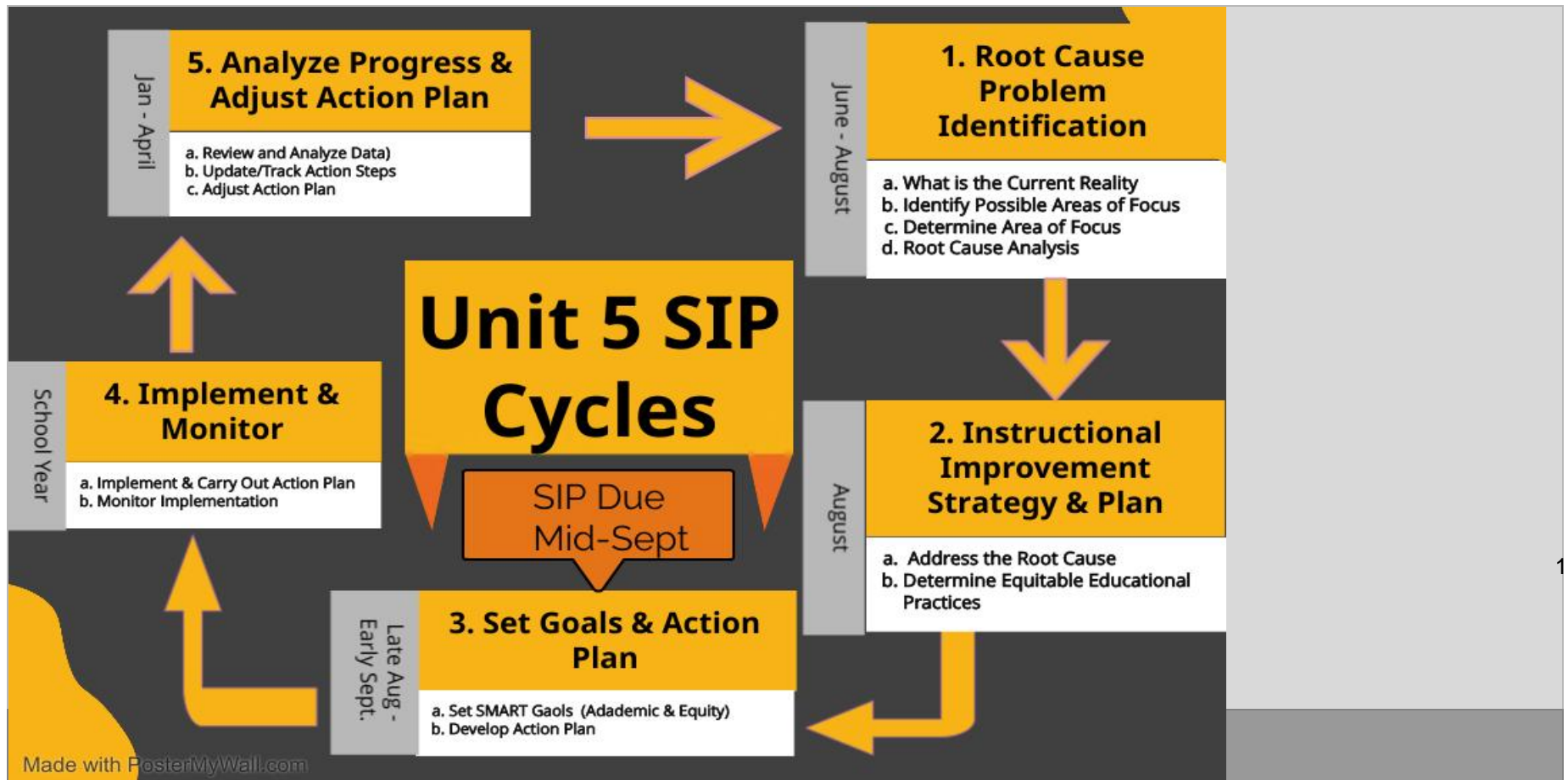
Important Dates

Due Date	Meeting/Task
September 27th	Plans completed and shared
Jan. - April	Analyze progress, adjust action plans, internal reporting
May 21st	Goal Results

Cycles of Inquiry for Finding & Solving Problems

Cycles of Inquiry includes a five-step, action/analysis process that can be continuously refined to address the needs of the specific school, grade level, content area, or classroom context. The five steps involved in the Cycles of Inquiry approach include problem identification, strategy selection, goal setting, teacher learning, and diagnosis of implementation and impact. The Cycles of Inquiry Logic Model is organized around a proposition that links student learning outcomes with adult instructional practice. Not only will leadership teams consider student learning data in their analysis, but they will methodically collect and interpret instructional data in the form of artifact reviews or observable adult behaviors. Taken together, this more robust investigation results in sound strategy selection with a stronger logic connection to the problem of origin unique to the school. The diagram below illustrates the five step process that make-up the Cycles of Inquiry Design.

Five Step Process



1. Root Cause Problem Identification

Analysis of student data to indicate that there is a need to improve student growth and achievement. The leadership team evaluates assessment items or tasks to identify the specific standards, content knowledge, skills, or learning strategies that are less well developed among students.

What Is The Current Reality?

- Identify the Problem
- Make Observations
- Discuss data without bias. Focus should be on instructional/system changes, not a focus on families or students.

[Admin Digging into Data Directions and Templates](#)

Selecting a “Focus Area/Topic”

- Only select areas we have control over and can influence

What Is the Root Cause?

- Ask the 5 Whys
 - Agree on the Potential Root Cause
- Let's Practice Cycles of Inquiry & Root Cause* (presentation)
Let's Practice Cycles of Inquiry & Root Cause (handout)

2. Select Instructional Improvement Strategy

What can be done to address the identified and agreed upon Root Cause of the Focus Area/Topic?

[Elementary Root Cause Resources](#)

Which Equitable Educational Practice connects to the Root Cause Analysis?

- *Equitable Instructional Practices*
- *Radically Inclusive Relationships*

Academic Goal

Instructional Leadership Team Members

Meeting Dates:

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: *What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.*

Data Analysis Link below:	Root Cause Documentation Link Below:
Pepper Ridge Elementary Admin Data Review Template	

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

Over the last three years, Pepper's overall growth in ELA has slowed down for percentage of students that are meeting/exceeding benchmarks from fall to spring. In 22-23, there was growth of 6.1% over the year. In 23-24, there was growth of 4.2%. Last year, 24-25, Pepper saw growth of 1.5% for an overall percentage of 73.1% of 2nd-5th grade students meeting/exceeding according to the spring STAR reading assessment. We need to focus on tier 1 CORE instruction to improve that growth over next school year. We would like to see that growth double to 3% from fall to spring. We are choosing to focus on performance levels to really hone in on moving students from the "approaching" category up to meets/exceeds.

Outcome Goal/SMART Goal: *An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.*

By the end of the 25-26 school year, the total percentage of Pepper Ridge 2nd-5th students that are meeting/exceeding benchmarks on the STAR Reading assessment will grow 3%.

Results: *Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.*

Instructional Practice Plan

What NEW Knowledge (“Knowing”) -or- Instructional Practice(s) (“Doing”) will your building be focusing on this year?

[Key players or teams] will accomplish this goal by [what steps you'll take to achieve the goal]. Accomplishing this goal will [result or benefit].

Action Plan with Specific Measures of Progress

Plan, design, and facilitate places, spaces, and times for staff learning and instructional practice development focused on school improvement to occur.

Action Step	Person Responsible	Target Date	Evidence
Instructional Leadership Team meetings- review data	ILT Team	Monthly	
Data days- Fall, winter, spring	Classroom teachers and interventionists		
UDL Training	Kirsten Freeze		
Data reflection and coaching	Staci Shroen		
Intervention training for LBS1s/interventionists	Allie Nord		
Walkthroughs using district Literacy look-for tools	Kirsten Freeze		

Academic Goal

Instructional Leadership Team Members

Meeting Dates:

SMART Goal

Student Outcome (Growth & Achievement) Goal:

Background Data: What is the current reality? Provide background data that has led you to your focus, root cause and SMART Goal. Provide an explanation and link in your data analysis and other documents here.

Data Analysis Link below:	Root Cause Documentation Link Below:
Pepper Ridge Elementary Admin Data Review Template	

Explanation of Background Data, Root Cause, and factors leading to your goal selection:

Over the last three years, Pepper's overall growth in ELA has slowed down for percentage of students that are meeting/exceeding benchmarks from fall to spring. In 22-23, there was growth of 6.1% over the year. In 23-24, there was growth of 4.2%. Last year, 24-25, Pepper saw growth of 1.5% for an overall percentage of 73.1% of 2nd-5th grade students meeting/exceeding according to the spring STAR reading assessment. We need to focus on tier 1 CORE instruction to improve that growth over next school year. We would like to see that growth double to 3% from fall to spring. We are choosing to focus on performance levels to really hone in on moving students from the "approaching" category up to meets/exceeds.

Outcome Goal/SMART Goal: An outcome goal is a result of the analysis of student data and identifying one or several concerns. The student data measures are considered a building's outcome goals. For more information on [SMART Goals](#) and **examples**, please see the linked document.

By the end of the 25-26 school year, the total percentage of Pepper Ridge 1st-5th students that are meeting/exceeding benchmarks on the STAR Math assessment will grow 5%.

Results: Did you meet your SMART Goal? Provide evidence that shows the data indicating if you met your goal. Be sure to label and/or explain your data.

Instructional Practice Plan

What NEW Knowledge (“Knowing”) -or- Instructional Practice(s) (“Doing”) will your building be focusing on this year?

[Key players or teams] will accomplish this goal by [what steps you'll take to achieve the goal]. Accomplishing this goal will [result or benefit].

Action Plan with Specific Measures of Progress

Plan, design, and facilitate places, spaces, and times for staff learning and instructional practice development focused on school improvement to occur.

Action Step	Person Responsible	Target Date	Evidence
Building training on IM with district Math coach	Angie Grubic		
Implementation of Illustrative Math			
Instructional Leadership Team meetings- review data	ILT Team	Monthly	
Data days- Fall, winter, spring	Classroom teachers and interventionists		
UDL Training	Kirsten Freeze		
Vertical alignment training	Robert Battey		
Coaching on math instruction with observations and feedback	Angie Grubic		



Unit 5 School Improvement Plan Template

SIP Directions & Slides

School Year: 2025-2026

Building: Oakdale Admin. Name: Lyn Taylor

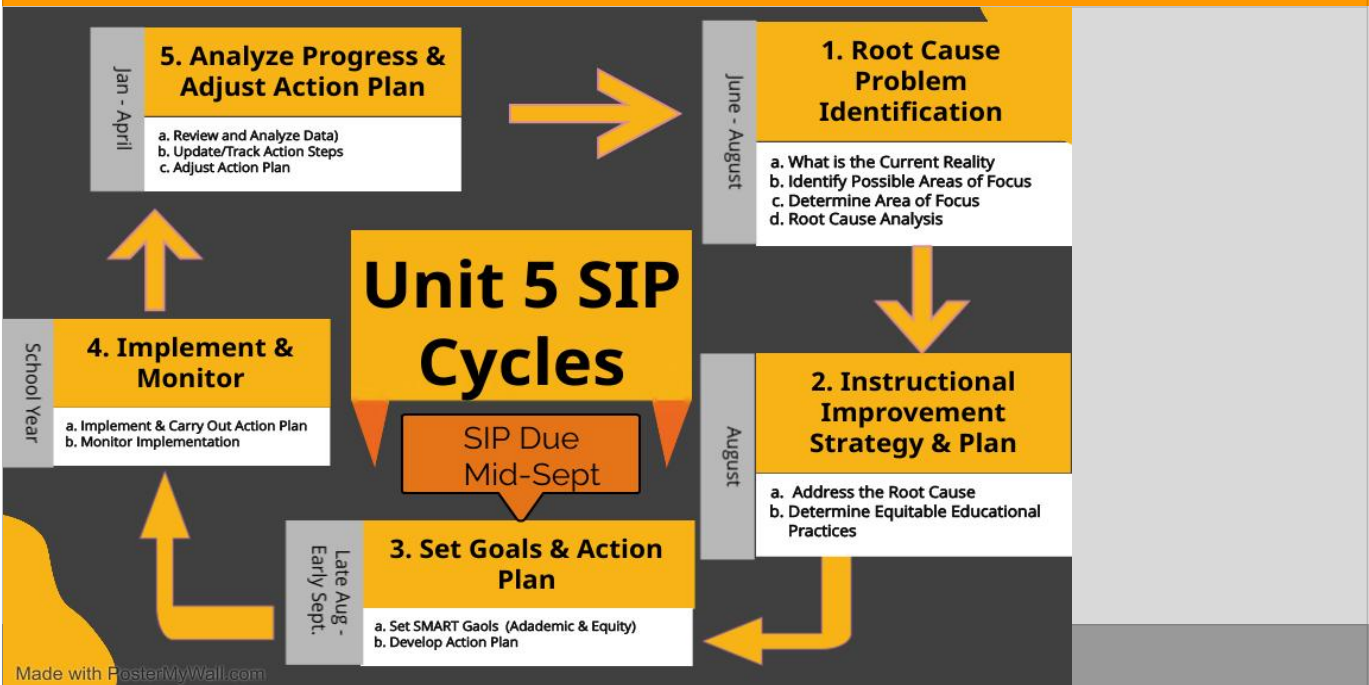
Important Dates

Due Date	Meeting/Task
September 27th	Plans completed and shared
Jan. - April	Analyze progress, adjust action plans, internal reporting
May 21st	Goal Results

Cycles of Inquiry for Finding & Solving Problems

Cycles of Inquiry includes a five-step, action/analysis process that can be continuously refined to address the needs of the specific school, grade level, content area, or classroom context. The five steps involved in the Cycles of Inquiry approach include problem identification, strategy selection, goal setting, teacher learning, and diagnosis of implementation and impact. The Cycles of Inquiry Logic Model is organized around a proposition that links student learning outcomes with adult instructional practice. Not only will leadership teams consider student learning data in their analysis, but they will methodically collect and interpret instructional data in the form of artifact reviews or observable adult behaviors. Taken together, this more robust investigation results in sound strategy selection with a stronger logic connection to the problem of origin unique to the school. The diagram below illustrates the five step process that make-up the Cycles of Inquiry Design.

Five Step Process



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1. Root Cause Problem Identification

Analysis of student data to indicate that there is a need to improve student growth and achievement. The leadership team evaluates assessment items or tasks to identify the specific standards, content knowledge, skills, or learning strategies that are less well developed among students.

What Is The Current Reality?

- Identify the Problem
 - Make Observations
 - Discuss data without bias. Focus should be on instructional/system changes, not a focus on families or students.
- [Admin Digging into Data Directions and Templates](#)

Selecting a “Focus Area/Topic”

- Only select areas we have control over and can influence

What Is the Root Cause?

- Ask the 5 Whys
 - Agree on the Potential Root Cause
- [Let's Practice Cycles of Inquiry & Root Cause](#) (presentation)
[Let's Practice Cycles of Inquiry & Root Cause](#) (handout)

2. Select Instructional Improvement Strategy

What can be done to address the identified and agreed upon Root Cause of the Focus Area/Topic?

[Elementary Root Cause Resources](#)

Which Equitable Educational Practice connects to the Root Cause Analysis?

- [Equitable Instructional Practices](#)
- [Radically Inclusive Relationships](#)

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Exhibit - Request for Establishment of Student Activity Fund

To be submitted to the Business Manager

Permission is hereby requested to establish a Student Activity Fund for the purposes below:

School Name Evans Jr. High
Student Activity Fund Name D & D Club

<p>To be completed by Accounting Department: Account Number - Revenue _____ Account Number - Expenditure _____</p>

1. The purpose of the proposed Student Activity Fund is hold funds raised by Dungeons & Dragons Club
2. Income in support of this Student Activity Fund will be obtained from the following sources: t-shirts, fundraisers
3. Expenditures from this Student Activity Fund will be for these purposes: apparel, mini figures, dice, books,

4. **Authorized Signatures:**
The following individuals are authorized to initiate expenditures from this fund:

<u>N/A</u> Student Representative	<u>Jessica P. Haney</u> Faculty Advisor
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5. Other Comments: _____

Kimberly N. Martin-Boyd
Principal

This request was approved by the Board of Education on _____

Business Manager

Date

Exhibit - Request for Establishment of Student Activity Fund

To be submitted to the Business Manager

Permission is hereby requested to establish a Student Activity Fund for the purposes below:

School Name NCHS

Student Activity Fund Name Class of 2029 Freshman Class

To be completed by Accounting Department:

Account Number - Revenue _____

Account Number - Expenditure _____

1. The purpose of the proposed Student Activity Fund is to raise funds for the
class to purchase items + collect funds

2. Income in support of this Student Activity Fund will be obtained from the following sources:
Coffee shop, Donations, Fundraisers

3. Expenditures from this Student Activity Fund will be for these purposes: _____
T-shirts, Homecoming Decor, Coffee supplies, Class events

4. Authorized Signatures:

The following individuals are authorized to initiate expenditures from this fund:

Student Representative

Ashley Dunden-Jerry
Faculty Advisor

5. Other Comments: _____

[Signature]
Principal

This request was approved by the Board of Education on _____

Business Manager

Date

Exhibit - Request for Dissolution of Student Activity Fund

To be submitted to the Business Manager

Permission is hereby requested to dissolve a Student Activity Fund for the purposes below:

School Name Evans Junior High

Student Activity Fund Name Assignment Notebooks: 201.9536.0000

1. The balance of the Student Activity Fund is \$ 1,904.⁸⁹

2. Reason for dissolution: We no longer sell assignment notebooks.

3. The balance in the fund is to be transferred to:
General Fund 201.9500.0000.000000
Account Title Account Number

4. Authorized Signatures:

The following individuals authorized the dissolution of this fund:

N/A
Student Representative

Queneferome
Faculty Advisor

Kimberly N. Martin Boyd
Principal

This request was approved by the Board of Education on _____

Business Manager

Date

