

**BOARD OF EDUCATION MEETING
COMMUNITY HIGH SCHOOL DISTRICT 94
March 20, 2018 - 7:00 PM**

**DISTRICT ADMINISTRATIVE CENTER
326 JOLIET STREET
WEST CHICAGO, IL 60185**

A G E N D A

OPENING ACTIVITIES

1. Call to Order
 2. Salute to the Flag
 3. Reading of Mission Statement
 4. Roll Call
 5. Additions to the Agenda - (Voice Vote)
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-
-
-
-

STUDENT RECOGNITION

1. February Student of the Month - Yesenia Munoz 7
2. Athletes of the Winter Season
- a. Teegan Cook - Boys' Swim 8
- b. Jason Gimre - Boys' Basketball 9
- c. Sierra Koenig - Girls' Basketball 10

GOOD NEWS OF THE DISTRICT

1. Wego Boutique 11
Janet Hurtado, Deb German, Julie Gawenda, Maria Vlantis
2. National Board Certification 12
Jennifer Culbertson, Nicole Osborne, Lauren Stewart

PUBLIC PARTICIPATION

ADMINISTRATIVE REPORTS AND INFORMATION

1. Superintendent's Report
Doug Domeracki
- a. Student Report - Madelyn Brotnow
- b. FOIA(s) 13
- c. ESSA Presentation 17
2. Director of Building Operations
Gordon Cole
- a. District Administrative Center ADA Compliance 26
- b. Bond Presentation:

- Presenter: Elizabeth Hennessy
- 3. Director of Business Services Report
David Blatchley
 - 4. Director of Human Resources Report
Cheryl Moore
 - 5. Principal's Report
Moses Cheng
 - a. Student Attendance and Discipline 27
 - 6. Policies and Procedures Regarding Immigration
Moses Cheng
 - 7. Volunteer Recognition
Cheryl Moore
 - 8. Committee Reports
 - a. Communications
 - b. Education - March 5, 2018 30
 - 1. RECOMMENDED MOTION: That the Education Committee approve the minutes of the meeting listed above.
 - c. Facilities
 - d. Finance
 - e. Human Resources - March 12, 2018 32
 - 1. RECOMMENDED MOTION: That the Human Resources Committee approve the minutes of the meeting listed above.
 - f. Policy
 - 9. Future Dates
 - a. Regular Board of Education Meeting - April 17, 2018
 - b. Regular Board of Education Meeting - May 15, 2018
 - 10. Open Comment - Board Members
Board Members
 - 11. Future Issues
- CONSENT AGENDA (Roll Call)**
- 1. Items Removed from Consent Agenda for Separate Action
-
-
- 2. Consent Agenda Action for All Items Except Those Listed in 1. Above
RECOMMENDED MOTION: That the Board approve all items on the Consent Agenda which have not been specifically removed for separate actions as shown on line 1. immediately above.
- CONSENT AGENDA ITEMS - RECOMMENDED ACTION:**
- 1. Approval of Minutes
 - a. Regular Board of Education Meeting - February 20, 2018 43
 - b. Closed Session Board of Education Meeting - February 20, 2018 - At table
 - 1. RECOMMENDED MOTION: That the Board of Education accept the filing of the minutes of the meetings listed above.
 - 2. Acceptance of Minutes

- a. Education Committee Meeting - March 5, 2018 50
- b. Human Resources Committee Meeting - March 12, 2018 52
 - 1. RECOMMENDED MOTION: That the Board of Education accept the filing of the minutes of the meetings listed above.
- 3. Approval of Financials
 - a. Approve Current Expenditures 63
 - b. Imprest fund Statement 87
 - c. Treasurer's Report 94
 - d. Statement of Position/Financial Report 95
 - e. Statement of Revenue/Expenditures YTD Ending January 31, 2018 96
 - f. 3-Year Budget/Actual Report 97
 - g. Grant Reports 99
 - h. Petty Cash Fund Report 101
 - i. Student Activity Account Fund Balance 102
 - j. New Vendors Monthly Report 105
 - k. Quarterly Financial Reports
 - l. Referendum Revenue and Expenditure Report 106
 - 1. RECOMMENDED MOTION: That the Board of Education approve the expenditures from February 16, 2018 to March 14, 2018 and accept the financial reports.
- 4. Renewal of Illinois High School Association Membership - (Roll Call) 110
Students from West Chicago Community High School participate in Illinois High School Association Interscholastic Athletics and Activities that enrich the educational experience. The yearly renewal of membership to the Association is now due. Renewal of membership does not require payment of membership dues or entry fees. Administration is recommending the Board approve the renewal of membership to the Illinois High School Association.
 - a. RECOMMENDED MOTION: That the Board of Education approve the renewal of Illinois High School Association Membership.

OLD BUSINESS:

NEW BUSINESS:

- 1. Personnel Report - (Roll Call) 111
 - The renewal of contracts and granting of tenure status for 5 certified staff
 - The renewal of contracts for 34 certified staff
 - The non-renewal and dismissal of 4 certified staff
 - The approval of moving from part-time to full-time assignment for 1 certified staff
 - The re-employment of 2 certified staff
 - The retirement of 1 non-certified staff
 - The leave of absence of 1 non-certified staff
 - The approval of Total FTE for the 2018-2019 school year
 - The approval of vacation carryover for 2 administrators
 - a. RECOMMENDED MOTION: That the Board of Education approve the Personnel Report.
- 2. Separation of Employment - (Roll Call)

- a. RECOMMENDED MOTION: That the Board of Education accept the retirement of Sarah Bovee, effective March 15, 2018.
3. Ratification - Teacher Contract - (Roll Call) 114
the Board of Education and the West Chicago High School Teachers' Association have reached a tentative agreement on a four year Collective Bargaining Agreement.
- a. RECOMMENDED MOTION: That the Board of Education adopt the tentative agreement with the West Chicago High School Teachers' Association, effective August 14, 2017 and continuing in effect through June 30, 2021.
4. Student Travel - Spain Exchange - (Roll Call) 171
In compliance with Policy ¶7204, Field Trips, Student Travel and Optional Student Travel, the Spain Exchange qualifies as Student Travel and is requesting a trip to Soria, Spain - Nuestra Senora del Pilar, Escolapios, which is beyond a 250 mile radius of West Chicago Community High School.
- a. RECOMMENDED MOTION: That the Board of Education approve Student Travel for the Spain Exchange - Spring 2019 to Soria, Spain - Nuestra Senora del Pilar, Escolapios. Tentative dates of travel are March 21 through April 2, 2018.
5. Student Travel - LifeSmarts San Diego, CA - (Roll Call) 172
In compliance with Policy ¶7204, Field Trips, Student Travel and Optional Student Travel, the LifeSmarts National Competition qualifies as Student Travel. LifeSmarts students are requesting a trip to San Diego, CA, which is beyond a 250 mile radius of West Chicago Community High School.
- a. That the Board of Education approve Student Travel for the LifeSmarts National Competition in San Diego, CA. Dates of travel are April 21 through April 24, 2018.
6. Student Travel - BPA (Business Professionals of America) Dallas, TX - (Roll Call) 173
In compliance with Policy ¶7204, Field Trips, Student Travel and Optional Student Travel, the BPA National Leadership Conference qualifies as Student Travel. BPA students are requesting a trip to Dallas, TX, which is beyond a 250 mile radius of West Chicago Community High School.
- a. That the Board of Education approve Student Travel for the BPA National Leadership Conference in Dallas, TX. Tentative dates of travel are May 9 through 13, 2018.
7. Norix Intergovernmental Agreement - (Roll Call) 174
An intergovernmental agreement is being brought to the board for approval between the local taxing entities including the City of West Chicago, the DuPage Airport Authority, the West Chicago: Library District, Fire Protection District, Elementary School District 33, and Community High School District 94 and Norix Group Inc. regarding a Property Tax Abatement related to the development of the Norix Property. The agreement and subsequent revisions have been reviewed by our legal counsel. The proposed IGA is attached for your approval.
- a. RECOMMENDED MOTION: That the Board of Education approve the Intergovernmental Agreement providing a property tax abatement for the development of the Norix Property as presented.

8. Discovery Drive Intergovernmental Agreement - (Roll Call) 209

An intergovernmental agreement is being brought to the board for approval between the local taxing entities including the City of West Chicago, the DuPage Airport Authority, the West Chicago: Library District, Fire Protection District, Elementary School District 33, and Community High School District 94 and Discovery Drive Investors, LLC regarding a Property Tax Abatement related to the development of the Discovery Drive Investors Property. The agreement and subsequent revisions have been reviewed by our legal counsel. The proposed IGA is attached for your approval.

- a. RECOMMENDED MOTION: That the Board of Education approve the Intergovernmental Agreement providing a property tax abatement for the development of the Discovery Drive Investors Property as presented.

EXECUTIVE SESSION - only if needed and with the understanding that possible action could be taken on matters discussed in closed session.

RECOMMENDED MOTION TO MOVE TO CLOSED SESSION: That the Board of Education hold a Closed Session at [Time] for the purpose(s) of [1 - 15 below].

1. The appointment, employment, compensation, discipline, performance or dismissal of specific employees.
2. Collective negotiating matters.
3. The selection of a person to fill a public office.
4. Evidence or testimony presented in open hearing, or in closed hearing, where specifically authorized by law, to a quasi-adjudicative body.
5. The purchase or lease of real property.
6. The setting of a price for sale or lease of property.
7. The sale or purchase of securities, investments, or investment contracts.
8. Emergency security procedures.
9. Student discipline.
10. The placement of individual students in special education programs.
11. Litigation has been filed and is pending before a court or administrative tribunal.
12. Establishment of reserves or settlement of claims as provided by local government and governmental employees Tort Immunity Act.
13. Self-evaluation.
14. Discussion of minutes of meetings lawfully closed under Open Meetings Act (P.A. 88-621, effective 1-1-95).
15. Considering meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America.

RECOMMENDED MOTION TO MOVE TO OPEN SESSION:

That the Board of Education return to Open Session at [Time].

ACTION AFTER RETURN TO OPEN SESSION:

1. Approval of Superintendent's 2017-2018 Goals - (Roll Call)

- a. RECOMMENDED MOTION: That the Board of Education recognize that Dr. Domeracki has met the goals previously established by the Board of Education for the 2017-2018 school year.

ADJOURNMENT

RECOMMENDED MOTION: That the Board of Education meeting be adjourned at [Time].

Serving Carol Stream
Warrenville
West Chicago
Wheaton
Winfield

Douglas P. Domeracki, Ed. D.
Superintendent

David A. Blatchley
Director of Business Services

Gordon H. Cole
Director of Building Operations

Cheryl L. Moore
Director of Human Resources

District Administrative Center

157 W. Washington Street
West Chicago, IL, 60185

Phone: (630) 876-6200
Fax: (630) 876-6217
www.d94.org

Yesenia Muñoz Named February Student of the Month

West Chicago Community High School has selected Yesenia Muñoz of West Chicago as Student of the Month for February 2018. A senior, Yesenia was chosen for demonstrating high academic achievement, school involvement, leadership and community service.

Yesenia has been on High Honor Roll all but one semester of her high school career. She has a cumulative weighted GPA of 5.200. Yesenia is a member of National Honor Society and the Foreign Language Honor Society, and is an Illinois State Scholar. She is currently taking several AP courses including AP Chemistry, AP Spanish Literature, and AP Calculus.

A 4-year student athlete, Yesenia is captain of the girls' varsity tennis and badminton teams. She is a Student Ambassador, a member of Health Occupations Students of America, is a leader in Compass, and participated on the Speech Team. Two years ago, along with a small group of girls, Yesenia formed the Latin Fever dance, which has taken place every year since. She has also served as a peer tutor.

Outside of school, Yesenia has assisted with the Special Olympics event, and has volunteered with Feed My Starving Children. In addition, she holds a part-time job at a local donut shop.

When asked about her favorite high school memory, Yesenia says, "Having a family within the tennis team that never failed to make me laugh, and also getting the opportunity to create the first ever Latin dance at our school, Latin Fever, for everyone to enjoy."

Yesenia has this advice for future Wildcats, "Your mistakes do not define who you are, it just means that you're human and things don't always go as planned. But it's up to you to take these mistakes or unexpected events and make the best out of them."

Yesenia plans to attend Loyola University Chicago to major in Psychology and pre-med in hopes of becoming a doctor.

Community High School District 94 congratulates Yesenia on all of her accomplishments and wishes her the best of luck in future endeavors.



District Administrative Center
157 W. Washington Street
West Chicago, IL 60185

West Chicago Community High School
326 Joliet Street
West Chicago, IL 60185

Press Release

For Immediate Release
March 15, 2018

Contact: Becky Koltz
(630) 876-6215
bkoltz@d94.org

Teegan Cook Named Male Athlete of the 2018 Winter Season

Now in its fourth year, the West Chicago Community High School Athlete of the Season is a way to recognize student athletes who have made an outstanding contribution to the school. For the winter 2018 season, Teegan Cook of West Chicago is one of two male athletes selected for this honor.

Currently a freshman, Cook is a multi-sport athlete, participating in swimming and baseball. This season in swimming, he broke three 10-year old freshman records at the Sectionals swim meet in the 100 meter butterfly, 100 meter backstroke, and 50 meter freestyle.

A scholar-athlete, Cook is on High Honor Roll. In addition to athletics, he is involved in student clubs including ROAR and WeGo Global.

When asked what inspires him as an athlete, Cook states, "My brother, Tyler, because he is the person that has been through it all as well and he's made me try harder and get stronger always trying to compete with him. He is always very supportive."

After high school, Cook plans to go to a university to study aerospace engineering, and hopes to earn a scholarship for swimming.

When asked what advice he would pass on to future WCCHS student athletes, Cook states, "It is a great and wonderful experience and opportunity to represent my high school. And to meet new friends and work as a team."

###



Teegan Cook

Community High School District 94 provides an outstanding educational experience for approximately 2000 students in grades nine through twelve at West Chicago Community High School. WCCHS serves the communities of Carol Stream, Warrenville, West Chicago, Wheaton and Winfield. For more information, or to be removed from press release distribution, contact Communications Specialist [Becky Koltz](mailto:bkoltz@d94.org) at (630) 876-6215.



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Press Release

For Immediate Release
March 15, 2018

Contact: Becky Koltz
(630) 876-6215
bkoltz@d94.org

Jason Gimre Named Male Athlete of the 2018 Winter Season

Now in its fourth year, the West Chicago Community High School Athlete of the Season is a way to recognize student athletes who have made an outstanding contribution to the school. For the winter 2018 season, Jason Gimre of West Chicago is one of two male athletes selected for this honor. This is Gimre's second honor this school year; he was selected as the Male Athlete of the 2017 fall season last November for his performance in golf.

Currently a senior, Gimre has been a multi-sport athlete, competing all four years in golf and basketball, and participating in baseball as a freshman. Gimre was named all-conference the past three years in golf. Sophomore year, he was part of the varsity boys basketball Upstate Eight Conference championship team. Gimre holds the all-time three point record in a single season (98) and has an all-time record of 181.

A scholar-athlete, Gimre has been on High Honor Roll every semester of his high school career. He is a member of National Honor Society and the Foreign Language Honor Society. In addition to athletics, Gimre is a member of Business Professionals of America.

When asked what inspires him as an athlete, Gimre referenced his brother because, "...growing up I would watch him play at a high level in front of a crowd and I wanted to be in the same situation."

After high school, Gimre plans to attend a 4-year university to study Bio-PreMed, and plans to play basketball while in college.

When asked what advice he would pass on to future WCCHS student athletes, Gimre states, "Be coachable and get to every practice. It will show that you are a good teammate and will lead to a lot of success."

###



Jason Gimre

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West Chicago, IL 60185

Press Release

For Immediate Release
March 15, 2018

Contact: Becky Koltz
(630) 876-6215
bkoltz@d94.org

Sierra Koenig Named Female Athlete of the 2018 Winter Season

Now in its fourth year, the West Chicago Community High School Athlete of the Season recognizes student athletes who have made an outstanding contribution to the school. For the winter 2018 season, Sierra Koenig of West Chicago was selected to receive this honor.

Currently a senior, Koenig has participated in a variety of sports. She has played volleyball, softball, cross-country and track, and has played basketball all four years. Koenig has been at the varsity level in basketball for 3 years, and earned the MVP award this year. Also this year, she averaged 12.7 points per game and 6 rebounds per game.

A scholar-athlete, Koenig has been on Honor Roll or High Honor Roll every semester of her high school career. She is a member of National Honor Society. In addition to sports, Koenig has served as a Student Ambassador.

When asked what inspires her as an athlete, Koenig says, “My parents inspire me to work hard. I see all they have done for me. They have gone to every sporting event of mine since I was a kid. They always support me so I would work my hardest to make them proud.”

After high school, Koenig plans to attend college and hopes to play basketball.

Koenig has this advice for future athletes, “Try them all! If it sounds fun or is something you love to participate in try it! I have met so many people through sports. I have learned a lot from my coaches and have made lots of friends through sports.”

###



Sierra Koenig

*Serving Carol Stream
Warrenville
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Superintendent

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Director of Business Services

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Community High School District 94

157 W. Washington St. – West Chicago, IL 60185

Good News of the District

March 20, 2018

Wego Boutique

Several Student Services staff members have been collecting dresses, shoes and accessories to help offset the cost of Prom for our West Chicago Community High School students. Dresses are available to rent for a small dry cleaning fee; shoes and accessories are offered free of charge. The Wego Boutique is in its second year and has already helped many students attend Prom for a fraction of what attending Prom typically costs. These staff members have pooled their resources and student relationships to create a successful boutique, assuring that the financial stress of attending Prom is not a factor in our celebratory night.

Many thanks and congratulations to:
Janet Hurtado, Deb German, Julie Gawenda and Maria Vlantis for making our school a great place to be!

Serving Carol Stream
Warrenville
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Community High School District 94

157 W. Washington St. – West Chicago, IL 60185

Good News of the District

March 20, 2018

WCCHS Teachers Earn National Board Certification

Three West Chicago Community High School English teachers have achieved National Board Certified Teacher status. Jen Culbertson, Nicole Osborne and Lauren Stewart earned English Language Arts/Adolescence and Young Adulthood certification from the National Board for Professional Teaching Standards in December, 2017. Only 4.91% of teachers in Illinois are Board-certified.

Considered the teaching profession's highest mark of achievement, the National Board for Professional Teaching Standards assesses teachers in four component areas: Content Knowledge, Differentiation in Instruction, Teaching Practice and Learning Environment, and Effective and Reflective Practitioner. Through a rigorous, performance-based, peer review process, the teachers demonstrated their impact on student learning and achievement.

According to the NBPTS, a decade of research shows that students of Board-certified teachers learn more and have greater success. The impact positively increases for minority and low-income students.

Culbertson, Osborne and Stewart join three other WCCHS teachers who previously earned National Board Certification: Mary Ellen Daneels, Social Studies-History/Adolescence And Young Adulthood (2008); Lynn Peto, Mathematics/Adolescence And Young Adulthood (2010); and Amanda Slobodecki, Mathematics/Adolescence And Young Adulthood (2010).

About the National Board for Professional Teaching Standards

The founding mission of the National Board for Professional Teaching Standards is to advance the quality of teaching and learning by: (1) maintaining high and rigorous standards for what accomplished teachers should know and be able to do; (2) providing a national voluntary system certifying teachers who meet these standards; and (3) advocating related education reforms to integrate National Board Certification in American education and to capitalize on the expertise of National Board Certified Teachers. Recognized as the "gold standard" in teacher certification, the National Board believes higher standards for teachers means better learning for students. Visit www.nbpts.org for more information.



Cheryl Glunt <cglunt@d94.org>

Received 2/21/2018

Fwd: FOIA Request

1 message

Response Due 2/28/2018
Wed, Feb 21, 2018 at 12:48 PM

Cheryl Moore <cmoore@d94.org>
To: Cheryl Glunt <cglunt@d94.org>

----- Forwarded message -----

From: **Kaylin Rhoads** <k.rhoads@threepoint-consulting.com>
Date: Wed, Feb 21, 2018 at 10:36 AM
Subject: FOIA Request
To: cmoore@d94.org

Dear Ms. Moore,

I have attached a FOIA for Community High School District 94 for your review. Please let me know if there is additional information needed to complete this request.

Thank you in advance for your help!

Kind regards,

Kaylin Rhoads

--
Cheryl Moore
Director, Human Resources
Community HSD 94

This message and any attachment thereto is for the sole use of the intended recipient(s), and is covered by the Electronic Communications Privacy Act (18 USC 2510 et seq). It may contain information that is confidential and legally privileged within the meaning of applicable law. If you are not the intended recipient, please immediately alert the sender by reply e-mail, permanently remove this message and any attachments thereto from your system, and destroy any hard copies thereof; do not disclose the contents or take any action in reliance upon the information contained in this message or any attachments. If you have any doubt as to the authenticity of this message or any attachment thereto, please contact the sender immediately. Any copying, disclosure, distribution or other action taken or omitted to be taken with respect to an erroneously received or inauthentic message or attachment is prohibited. Communications sent or received by Community High School District 94 may be subject to inspection, copying, and disclosure under the Illinois Freedom of Information Act (FOIA).

 **Community High School District 94 FOIA.docx**
64K

February 21, 2017

Cheryl Moore
FOIA Officer
Community High School District 94
157 W. Washington St.
West Chicago, IL 60185
Sent electronically: cmoore@d94.org

Re: Illinois Freedom of Information Act Request

Dear Ms. Moore:

Under the Illinois Freedom of Information Act, 5 ILCS 140, I am requesting an opportunity to inspect or obtain copies of public records for:

- 2017-18 Teacher Salary Schedule for Community High School District 94.

I understand that the Act permits a public body to charge a reasonable copying fee not to exceed the actual cost of reproduction and not including the costs of any search or review of the records. 5 ILCS 140/6.

I look forward to hearing from you in writing within five working days, as required by the Act 5 ILCS 140(3). Thank you for considering and responding to this request.

Sincerely,

Kaylin Rhoads
1640 Hunters Glen Ct.
Wheaton, IL 60189
(630) 456-8234
k.rhoads@threepoint-consulting.com



Cheryl Glunt <cglunt@d94.org>

Fwd: SmartProcure FOIA Request West Chicago Community High School District No. 94 For PO/Vendor Information

1 message

*Received 3/9/2018
Response Due 3/16/2018*

David Blatchley <dblatchley@d94.org>

Fri, Mar 9, 2018 at 9:08 AM

To: Cheryl Moore <cmoore@d94.org>, Cheryl Glunt <cglunt@d94.org>, Chris Olsen <colsen@d94.org>

Dave Blatchley

Director of Business Services | CHS D94
630-876-6220

----- Forwarded message -----

From: <schichelli@smartprocure.com>

Date: Fri, Mar 9, 2018 at 7:23 AM

Subject: SmartProcure FOIA Request West Chicago Community High School District No. 94 For PO/Vendor Information

To: dblatchley@d94.org

Dear David or Custodian of Public Records,

SmartProcure is submitting a commercial FOIA request to the West Chicago Community High School District No. 94 for any and all purchasing records from 2017-12-06 (yyyy-mm-dd) to current. The request is limited to readily available records without physically copying, scanning or printing paper documents. Any editable electronic document is acceptable.

The specific information requested from your record keeping system is:

1. Purchase order number. If purchase orders are not used a comparable substitute is acceptable, i.e., invoice, encumbrance, or check number
2. Purchase date
3. Line item details (Detailed description of the purchase)
4. Line item quantity
5. Line item price
6. Vendor ID number, name, address, contact person and their email address

If you would like to let me know what type of financial software you use, I may have report samples that help to determine how, or if, you are able to respond.

Please email the information or use the following web link. There is no file size limitation:
<http://upload.smartprocure.com/?st=IL&org=WestChicagoCommunityHighSchoolDistrictNo94>

If this request was misrouted, please forward to the correct contact person and reply to this communication with the appropriate contact information.

If you have any questions, please feel free to respond to this email or I can be reached at the phone number below in my signature.

Regards,

Stephen Chichelli
Data Acquisition Specialist
SmartProcure
Phone: 954-420-9900 Ext. 604
Email: schichelli@smartprocure.com
www.smartprocure.com

This message and any attachment thereto is for the sole use of the intended recipient(s), and is covered by the Electronic Communications Privacy Act (18 USC 2510 et seq). It may contain information that is confidential and legally privileged within the meaning of applicable law. If you are not the intended recipient, please immediately alert the sender by reply e-mail, permanently remove this message and any attachments thereto from your system, and destroy any hard copies thereof; do not disclose the contents or take any action in reliance upon the information contained in this message or any attachments. If you have any doubt as to the authenticity of this message or any attachment thereto, please contact the sender immediately. Any copying, disclosure, distribution or other action taken or omitted to be taken with respect to an erroneously received or inauthentic message or attachment is prohibited. Communications sent or received by Community High School District 94 may be subject to inspection, copying, and disclosure under the Illinois Freedom of Information Act (FOIA).

ESSA

Accountability Measures for all Schools

Summative Designations

- Tier 1 Exemplary Schools:
 - A school that has no underperforming subgroups
 - A graduation rate greater than 67 %
 - A school whose performance is in the top 10% of schools statewide

Summative Designations

- Tier 2 Commendable Schools:

- A school that has no subgroups performing at or below the “all students” group in the lowest 5 % of Title 1 schools
- A graduation rate greater than 67 %
- A school whose performance is not in the top 10% of schools statewide

Summative Designations

- Tier 3 Underperforming Schools:
 - A school in which one or more subgroups is performing at or below the level of the “all students” group in the lowest 5% of Title 1 schools
 - The school will receive targeted support


Summative Designations

- Tier 4 Lowest Performing School:
 - A school that is in the lowest performing 5% of Title 1 schools in Illinois
 - And... a graduation rate of 67% or less
 - The school will receive comprehensive support


Accountability: Measuring School Quality

	Academic Indicators (75%)	School Quality / Student Success Indicators (25%)
P-8	<ul style="list-style-type: none"> • PARCC and DLM-AA (2018-19: ELA 10%; Math 10%) (thereafter: ELA 7.5%; Math 7.5%) • Growth: Linear Regression (50%)* • English Learner Proficiency (ACCESS) (5%) • Science (2018-19: 0%) (thereafter: 5%) 	<ul style="list-style-type: none"> • Chronic Absenteeism (10%) • Climate Survey (5%) • Fine Arts (2018-19: 0%) (>0% by 2021-22) • P-2 Indicator (5%) • Elementary/Middle Indicator (5%)
High School	<ul style="list-style-type: none"> • SAT (2018-19: ELA 10%; Math 10%) (thereafter: ELA 7.5%; Math 7.5%) • Graduation (4-, 5-, and 6-year Rates) (50%) • English Learner Proficiency (ACCESS) (5%) • Science (2018-19: 0%) (thereafter: 5%) 	<ul style="list-style-type: none"> • Chronic Absenteeism (7.5%) • 9th Grade on Track (6.25%) • College and Career Ready (6.25%) • Climate Survey (5%) • Fine Arts (2018-19: 0%) (>0% by 2021-22)

Academic Indicators

Year	2018-2019		2019-2020	
Level	Elementary	High School	Elementary	High School
Academic Indicators 	ELA Proficiency 10% Math Proficiency 10%	ELA Proficiency 10% Math Proficiency 10%	ELA Proficiency 7.5% Math Proficiency 7.5%	ELA Proficiency 7.5% Math Proficiency 7.5%
	ELA and Math Growth 50% (simple linear regression)	Graduation (4, 5, 6 year) 50%	ELA and Math Growth 50% (simple linear regression)	Graduation (4,5,6 year) 50%
	English Learner Proficiency 5% (growth to target)	English Learner Proficiency 5% (growth to target)	English Learner Proficiency 5% (growth to target)	English Learner Proficiency 5% (growth to target)
	Science Proficiency 0%	Science Proficiency 0%	Science Proficiency 5%	Science Proficiency 5%
Total Weight	75% Academic	75% Academic	75% Academic	75% Academic

Student Success & School Quality Indicators

Year	2018-2019		2019-2020	
Level	Elementary	High School	Elementary	High School
Student Success & School Quality Indicators 	Chronic Absenteeism 20%	Chronic Absenteeism 7.5%	Chronic Absenteeism 5-10%*	Chronic Absenteeism 0-7.5%*
	Climate Survey 5%	Climate Survey 5%	Climate Survey 5%	Climate Survey 5%
	(Elementary/MG Indicator)0%	9th Grade On-Track 6.25%	Elementary/MG Indicator 5%	9th Grade On-Track 6.25%
	(P-2 Indicator) 0%	College and Career Readiness 6.25%	P-2 Indicator 5%	College and Career Readiness 6.25%
	(Fine Arts Indicator) 0%	(Fine Arts Indicator) 0%	Fine Arts Indicator 0-5%	Fine Arts Indicator 0-5%
Total Weight	25% SS/SQ	25% SS/SQ	25% SS/SQ	25% SS/SQ

**depending on Fine Arts weighting.*

Are you in the lowest 5% of schools OR do you have you have a graduation rate of 67% or less?

YES

Tier 4
Lowest Performing School

Comprehensive School Improvement **required** through IL-EMPOWER

NO

Do you have a subgroup performing at or below the level of the ALL students group of schools in Tier Four?

YES

Tier 3
Underperforming School

Targeted School Improvement **available** through IL-EMPOWER

NO

Are you in the top ten percent of all schools in the State with a graduation rate above 67%?

NO

Tier 2
Commendable School

YES

Tier 1
Exemplary School

Note: A school must test at least 95% of students in the school and each subgroup in order to receive a Tier 1 rating.

Tier Designation Flow Chart
Illinois ESSA State Plan

-----Original Message-----

From: William Templin

Sent: Wednesday, February 21, 2018 3:08 PM

To: 'Douglas Domeracki'

Subject: Admin Accessibility

Doug,

Regarding handicap accessibility, there are three main concerns for providing an accessible route to the board room and accessibility to a washroom.

Main Entrance and parking

* The easiest entrance to make accessible is the main entrance. There are existing handicap parking spaces near the main entry door and an accessible route from the parking spaces to the door. The only issue is the vestibule doors being too close together (needs to be a minimum of 7 feet between the two sets of doors). However, this can be solved by just removing the second door and sidelight. The drawback to this is that during extremely cold weather there may be a slight bit more cold air coming in when someone enters the building. Currently there are no handicap parking signs for the parking spaces, so signage needs to be added and maybe re-stripe the parking spaces so they are more visible.

* The other two entrances have steps at the door and no handicap parking close by. The west entrance has the rated stair door immediately inside (closer than 7 feet), so it cannot be used. To make these entrances accessible would require new concrete stoops, walkways and creating new handicap parking spaces.

Washroom

* The existing women's washroom is close to being accessible. The existing vanity in the washroom restricts a minimum 5' foot turning circle within the washroom. If the vanity is removed and an accessible wall mounted lavatory with an accessible faucet is installed this would provide the clearance. Switching the swing of the door would also help, but would obviously add more cost.

Entry into the board room

* The entrance into the board room has the minimum 32" clearance through the door, but does not have the 12 inch pull side clearance. However, the door does not have a closer, making it easier to open and gain access (the door is usually open). Also, once in the building a person can seek assistance if needed.

Realizing that the district will not be using the admin offices for much longer and does not want to spend money on a building it does not own, the above would be a minimum amount of upgrades to make the building more accessible.

Bill

William Templin, AIA
DLA Architects, Ltd.
form follows learning(tm)

**WEST CHICAGO COMMUNITY HIGH SCHOOL
DISTRICT 94**

March 1, 2018

MEMORANDUM

TO: Dr. Domeracki

FROM: M. Cheng

RE: **STUDENT ATTENDANCE – FEBRUARY 2018**

FEBRUARY	<u>2013/14</u>	<u>2014/15</u>	<u>2015/16</u>	<u>2016/17</u>	<u>2017/18</u>
Average Daily Enrollment:	1938.72	1928.71	1997.90	2046.16	2083.26
Average Daily Attendance:	1833.86	1806.38	1893.95	1891.95	1938.66
Percent Attendance:	94.59	93.66	94.80	92.46	93.19

Students Added 5

Students Dropped 8

Percent Attendance for Previous Months:

November 2017	94.52
December 2017	94.71
January 2018	93.57

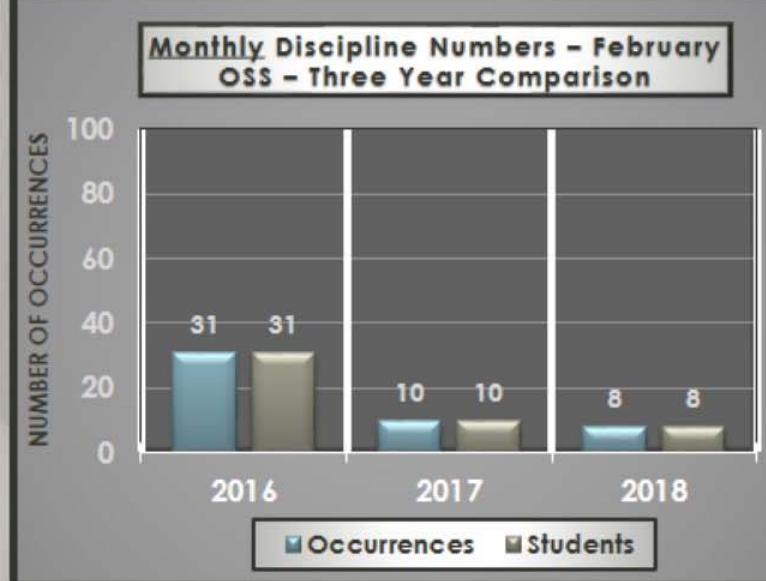
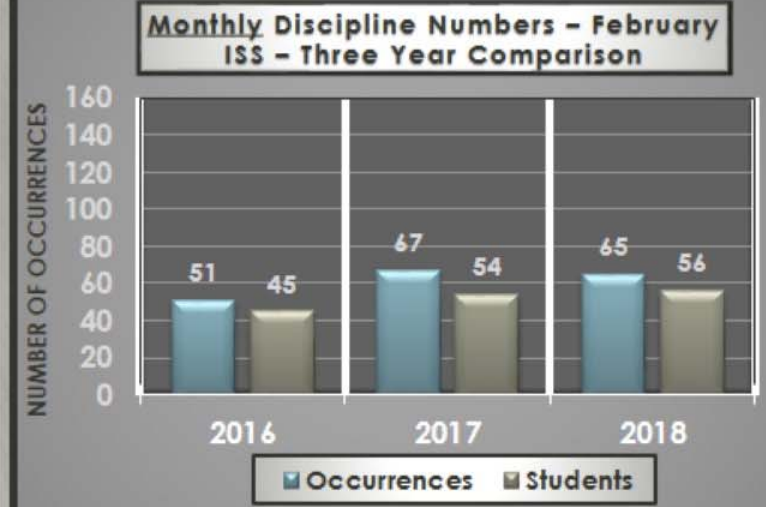
MC/hn

Monthly Discipline Report – February 2018

Monthly Discipline Report for February

REASON FOR SUSPENSION	Monthly Discipline Numbers - February					
	2016 OCC	2017 OCC	2018 OCC	2016 STD	2017 STD	2018 STD
IN SCHOOL SUSPENSION						
DISOBEDIENCE/DISRESPECT-ISS	7	12	1	7	10	1
DISOBEDIENCE/TARDY-ISS	6	4	14	6	2	12
DISOBEDIENCE/TRUANCY-ISS	37	44	32	31	36	27
ELECTRONIC DEVICE - ISS	0	1	0	0	1	0
SATURDAY SCHOOL-ISS	0	5	17	0	4	15
OTHER	1	1	1	1	1	1
MONTHLY TOTAL ISS SUSPENSIONS	51	67	65	45	54	56

OUT OF SCHOOL SUSPENSION	2016	2017	2018	2016	2017	2018
	OCC	OCC	OCC	STD	STD	STD
DISOBEDIENCE/DISRESPECT-OSS	4	4	2	4	4	2
DISOBEDIENCE/TARDY-OSS	3	0	0	3	0	0
DISOBEDIENCE/TRUANCY-OSS	0	1	0	0	1	0
ELECTRONIC DEVICE - OSS	0	0	0	0	0	0
FIGHTING-OSS	2	0	4	2	0	4
GANG REPRESENTATION/WEAPONS-OSS	0	0	0	0	0	0
ILLEGAL ACT/U.I. ALCOHOL-OSS	0	1	0	0	1	0
ILLEGAL ACT/U.I. MARIJUANA-OSS	2	4	1	2	4	1
SATURDAY SCHOOL-OSS	15	0	0	15	0	0
THEFT-OSS	0	0	0	0	0	0
OTHER	5	0	1	5	0	1
MONTHLY TOTAL OSS SUSPENSIONS	31	10	8	31	10	8



*Student totals contain duplicates between months.

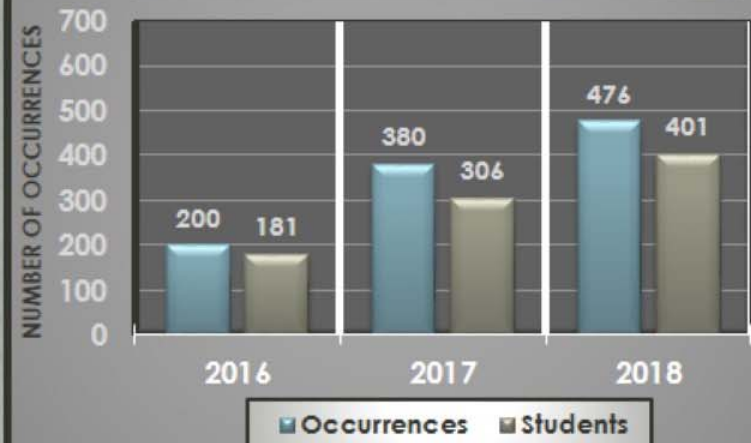
Yearly Discipline Report – Aug thru Feb *Yrs16/17/18

Yearly Discipline Report for August thru February

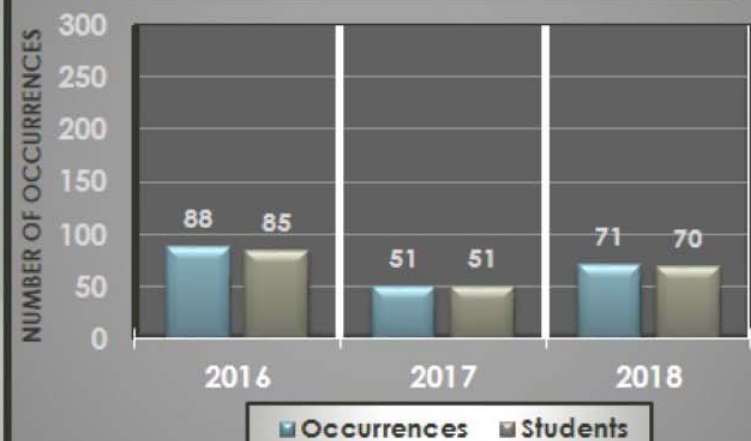
REASON FOR SUSPENSION	Yearly Discipline Numbers					
	2016	2017	2018	2016	2017	2018
IN SCHOOL SUSPENSION	OCC	OCC	OCC	STD	STD	STD
DISOBEDIENCE/DISRESPECT-ISS	27	52	26	27	42	23
DISOBEDIENCE/TARDY-ISS	68	84	173	62	61	140
DISOBEDIENCE/TRUANCY-ISS	101	167	177	88	136	150
ELECTRONIC DEVICE - ISS	3	1	0	3	1	0
SATURDAY SCHOOL-ISS	0	74	87	0	64	77
OTHER	1	2	13	1	2	11
MONTHLY TOTAL ISS SUSPENSIONS	200	380	476	181	306	401

OUT OF SCHOOL SUSPENSION	2016	2017	2018	2016	2017	2018
	OCC	OCC	OCC	STD	STD	STD
DISOBEDIENCE/DISRESPECT-OSS	14	11	25	12	11	25
DISOBEDIENCE/TARDY-OSS	4	0	0	4	0	0
DISOBEDIENCE/TRUANCY-OSS	3	1	0	3	1	0
ELECTRONIC DEVICE - OSS	0	0	0	0	0	0
FIGHTING-OSS	8	16	22	8	16	21
GANG REPRESENTATION/WEAPONS-OSS	1	1	8	1	1	8
ILLEGAL ACT/U.I. ALCOHOL-OSS	6	4	1	6	4	1
ILLEGAL ACT/U.I. MARIJUANA-OSS	4	16	10	4	16	10
SATURDAY SCHOOL-OSS	41	0	0	40	0	0
THEFT-OSS	1	0	2	1	0	2
OTHER	6	2	3	6	2	3
MONTHLY TOTAL OSS SUSPENSIONS	88	51	71	85	51	70

Yearly Discipline Numbers–Aug thru Feb
ISS – Three Year Comparison



Yearly Discipline Numbers–Aug thru Feb
OSS – Three Year Comparison



*Student totals by year contain duplicates between months. August to June Graphs are adjusted at EOY to remove duplicates.

Community High School District 94

**Counseling Conference Room
West Chicago Community High School
326 Joliet Street
Education/Programs Committee Meeting
March 5, 2018
5:30 PM**

Agenda

Committee Members:

Katherine Doremus, Board Vice President

Susan Gillespie, Board Member

Renee Yackey, Board Secretary

Moses Cheng, Principal

Douglas Domeracki, Superintendent, Ex Officio

Gary Saake, Board President, Ex Officio

1. Roll Call
2. Public Comment
3. Review of IASB Draft Policies Related to Section 6 - Instruction
4. Comments from Committee for Revisions of IASB Policies in Section 6 - Instruction
5. Review of IASB Draft Policies Related to Section 7 - Students
6. Comments from Committee for Revisions of IASB Policies in Section 7 - Students
7. Adjournment

Community High School District 94
West Chicago, IL 60185
Education/Programs Committee Meeting

Minutes of the Education Committee meeting held on March 5, 2018 at 5:30 p.m. at West Chicago Community High School, Counseling Conference room. Minutes recorded by Dr. Cheng

Call to order: The meeting was called to order at 5:30 p.m.

1. Roll Call:

Education Committee members present: Renee Yackey, Gary Saake – ex officio, Doug Domeracki – ex officio, Moses Cheng

Education Committee members absent: Kathe Doremus, Susan Gillespie

2. Public comment:

None

3. Review of IASB draft policies related to Section 6 - Instruction.

Dr. Cheng reviewed IASB draft policies related to Section 6 – Instruction and provided references to current district policy series 1000, 4000, 7000, and 8000 where applicable.

4. Comments from committee for revisions of IASB policies in Section 6 – Instruction

Committee agreed that it would be important and beneficial to do a more granular review of IASB policies Section 6 as compared to current district policies to determine alignment, relevancy, and needs. Dr. Domeracki suggested that he and Dr. Cheng would do that granular review and provide the results at a future Education Committee meeting for further discussion. Committee members were also asked to review the policies and share their thoughts with administration and/or bring them to the next Education Committee meeting for discussion as well. The focus of the next Education Committee will be to review any suggested policy changes to this section prior to advancing them to the Policy Committee.

5. Review of IASB draft policies related to Section 7 - Students.

Dr. Cheng reviewed IASB draft policies related to Section 7 – Students and provided references to current district policy series 1000, 4000, 7000, and 8000 where applicable.

6. Comments from committee for revisions of IASB policies in Section 7 – Students

Committee agreed that it would be important and beneficial to do a more granular review of IASB policies Section 7 as compared to current district policies to determine alignment, relevancy, and needs. Dr. Domeracki suggested that he and Dr. Cheng would do that granular review and provide the results at a future Education Committee meeting for further discussion. Committee members were also asked to review the policies and share their thoughts with administration and/or bring them to the next Education Committee meeting for discussion as well. The focus of the next Education Committee will be to review any suggested policy changes to this section prior to advancing them to the Policy Committee.

7. Adjournment

Mr. Saake made the motion to adjourn. Ms. Yackey seconded the motion. The meeting was adjourned at 6:44 p.m. by unanimous voice vote.

Community High School District 94
WEST CHICAGO COMMUNITY HIGH SCHOOL
326 JOLIET STREET WEST CHICAGO, IL -
COMMONS
Human Resources Committee Meeting
March 12, 2018
6:00 PM

Agenda

Committee Members:

Katherine Doremus, Board Vice President
Susan Gillespie, Board Member
Renee Yackey, Board Secretary
Cheryl Moore, Director of Human Resources
Douglas Domeracki, Superintendent, Ex Officio
Gary Saake, Board President, Ex Officio

1. Roll Call
2. Public Comment
3. Review of IASB Draft Policies Related to the Personnel Section
4. Recommendations From Committee for Revisions of IASB Policies in the Personnel Section
5. Adjournment

**COMMUNITY HIGH SCHOOL
DISTRICT 94
West Chicago, Illinois**

Minutes of the HUMAN RESOURCES COMMITTEE meeting held on March 12, 2018 at 326 Joliet Street, West Chicago, Illinois from 6:00 p.m. to 7:05 p.m.

1. **Roll Call:** The meeting was called to order at 6:00 p.m.

Committee Members: Kathe Doremus, Susan Gillespie, Renee Yackey, Cheryl Moore, Gary Saake (Ex Officio), Dr. Douglas Domeracki (Ex Officio)

Committee Members Present: Kathe Doremus, Susan Gillespie, Renee Yackey, Cheryl Moore

Committee Members Absent: Gary Saake (Ex Officio), Dr. Douglas Domeracki (Ex Officio)

Others Present: Lynn Boothe (Recording Secretary)

2. **Public Comment**

There was no public comment.

3. **Review of IASB Draft Policies Related to the Personnel Section**

- The committee discussed that some current policies in section 6000 do not exist in PRESS and vice versa.
- Ms. Gillespie suggested the Non-Discrimination Coordinator and Complaint Managers in PRESS policy 5:10 be listed by name as opposed to title. Ms. Moore said the concern with doing that is we need to remember to update that any time there is a change. After discussion it was recommended we list titles.
- Ms. Gillespie had questions regarding the PRESS policy 5:60 Expenses. One question was what the policy meant when it stated that “The Board regulatesby resolution.” A second question was what are the “maximum allowed expenses” identified in the policy. The committee thought these questions were better answered in the Finance policy discussion.
- The committee discussed policy 5:90 Abused and Neglected Child Reporting. Ms. Gillespie asked if the District was providing training specifically in Erin’s Law. Ms. Moore said she would look into this.
- The committee discussed policy 5:100 Staff Development. The policy lists mandated training requirements. Most of this training is done on-line and logged. Each year training is assigned. Many trainings are every other year.

4. **Recommendations from Committee for Revisions of IASB Policies in the Personnel Section**

- The committee reviewed current Personnel Policies starting with 6001 with the following recommendations:
 - Current Policy 6001 – HR Program Goals – Policy not in PRESS and not needed as HR Program Goals are captured within the job description of the HR Director.
 - Current Policy 6002 – Equal Employment Opportunity Statement: Revise to PRESS Policy 5:10 Equal Opportunity and Minority Recruitment.
 - Current Policy 6003 – Title IX Compliance Statement: - Policy not in PRESS and not needed as it is covered under EEO statement.

- Current Policy 6004 – Employee Rights and Responsibilities: Policy not in PRESS and not needed.
- Current Policy 6005 – Supervisory Conflict of Interest: Policy not in PRESS but we need this or some other form of it. Ms. Moore will see if PRESS has a policy and if not will bring examples to the next Committee meeting for discussion.
- Current Policies 6006 – Creating a Position, 6007 – Posting of Vacancies, 6008 – Recruitment of Staff, 6009 – Employment of Staff: These policies are covered by PRESS Policy 5:30 Hiring Process and Criteria.
- Current Policy 6010 – Evaluation: Revise to PRESS Policy 5:200 – Professional Personnel and Policy 5:320 – Educational Support Personnel. Need to add Administrators.
- Current Policy 6011 – Supervision: Policy not in PRESS but not needed.
- Current Policy 6012 – Assignment and Transfer: Policy not in PRESS but not needed because it is covered in the CBA’s.
- Current Policy 6013 – Directory of School Personnel: Policy not in PRESS but not needed.
- Current Policy 6014 – Employee Service Recognition and Current Policy 6014P – Rules and Regulations: Revise to PRESS Policy 5:110 Recognition for Service and keep 6014P – Procedures.
- Current Policy 6015 – Jury Duty: Revise to PRESS Policy 5:80 Court Duty.
- Current Policy 6016 – Student Welfare – Child Abuse: Revise to PRESS Policy 5:90 – Abused and Neglected Child Reporting. We need to communicate changes to staff.
- Current Policy 6017 – Copyright and Current Policy 6017P – Copyright Compliance: Revise to PRESS Policy 5:170 – Copyright.
- Current Policy 6018 – Deduction of Pay for Unauthorized Absence: Policy not in PRESS but not needed.
- Current Policy 6019 – FMLA and Current Policy 6019P – FMLA: Revise to PRESS Policy 5:185. Ms. Moore needed to review the procedures.
- Current Policy 6020 – Employees with Chronic Communicable Diseases: Revise to PRESS Policy 5:40 Communicable and Chronic Infectious Diseases.
- Current Policy 6021 – Bloodborne Pathogens: There is no PRESS policy but we need to have an Exposure Control Plan. Ms. Moore will look into how we handle this.
- Current Policy 6022 – Maintenance, Inspection, and Dissemination of Personnel Records and Current Policy 6022P – Practices: Revise to PRESS Policy 5:150 Personnel Records but we need to have procedures. Ms. Moore will look at the current procedures.
- Current Policy 6023 – Staff Personal Security and Safety: The committee would like an attorney opinion on this policy. There is no PRESS policy.
- Current Policy 6024 – Staff Development: Revise to PRESS Policy 5:100 – Staff Development.
- Current Policy 6025 – Employee Responsibilities: Revise to PRESS Policy 5:230 – Maintaining Student Discipline. Committee would like this policy to apply to Educational Support Staff also.
- Current Policy 6026 – Insurance Management – Liability: This is not an HR related policy. It is covered in PRESS Policy 4:100.
- Current Policy 6027 – Worker’s Compensation: Policy not in PRESS but not needed, this is covered in state law.
- Current Policy 6028 – Absence Due to on the Job Injury: Policy not in PRESS but not needed, this is covered in state law.
- Current Policy 6029 – Dress Guidelines for Staff: Policy not in PRESS. There was a difference of opinion by the committee on whether this policy is needed and what it should look like. The committee will review this again.
- The committee was not able to discuss the remaining current and PRESS policies due to time constraints. The remaining policies will be discussed at one or more future meetings not yet scheduled.

5. **Adjournment:** Cheryl Moore asked for a motion to adjourn. Ms. Doremus so moved. Ms. Yackey seconded the motion. The meeting was adjourned by unanimous voice vote at 7:05 p.m.

DRAFT

DRAFT

HR Policy Review - DRAFT

Current	NEW - PRESS	Notes
6001 - HR Program Goals	None	The goals are captured within the job description of the HR Director
6002 - Equal Employment Opportunity Statement	5:10 Equal Employment Opportunity and Minority Recruitment	Lists the Nondiscrimination Coordinator and Complaint Managers which is currently listed in Policy 8003 related to students. Adds language about trying to recruit minority staff as opposed to just not discriminating. Says "will attempt" and "may."
6003 Title IX compliance statement	None	Title IX is covered under EEO statement.
6004 Employee Rights and Responsibilities	None	States that employees need to be familiar with policies, rules, etc. or use best judgement if no rule.
6005 Supervisory Conflict of Interest	None	We should have an anti-nepotism policy or at least the Supervisor Conflict of Interest. Does PRESS have one?
6006 Creating a Position 6007 Posting of Vacancies 6008 Recruitment of Staff 6009 Employment of Staff	5:30 Hiring Process and Criteria	PRESS does not address (1) creating a position, (2) posting of vacancies, (3) interview process, (4) collection of reference checks or documents. I am familiar with these as internal procedures rather than as policies. If we want to spell these out I recommend we do so in an Administrative Regulation
6010 Evaluation	5:200 Professional Personnel 5:320: Educational Support Personnel	Does not cover Administrators.
6011 Supervision	None	Should be covered in job description/job expectations
6012 Assignment and Transfer	None	Covered in Support Staff CBA. Transfer/assignment covered in Teacher CBA.
6013 Directory of School Personnel	None	Do we need a policy for this?

DRAFT

Current	NEW - PRESS	Notes
6014 Employee Service Recognition 6014P- Rules and Regulations	5:110 Recognition for Service	6014P should be reviewed and turned into an Administrative Regulation
6015 Jury Duty	5:80 Court Duty	PRESS does not have statement about loss of pay for failure to remit per diem money. Not aware this is a problem.
6016 Student Welfare - Child Abuse	5:90 Abused and Neglected Child Reporting	<p>PRESS adds language about School Board member responsibilities and language to comply with the law when staff member is suspected of abuse.</p> <p>PRESS adds language about hazing and discovery of child pornography. We will need to communicate these changes and responsibilities to staff.</p>
6017 Copyright 6017P Copyright Compliance	5:170 Copyright	Current policy is 10 pages long. PRESS is 1 page. May need to review and keep the procedures.
6018 Deduction of Pay for Unauthorized Absence	None	Can be done as part of the discipline process.
6019 FMLA 6019P FMLA	5:185 FMLA	<p>PRESS policy uses Sept 1 - Aug 31. Current policy says "fiscal year" is the 12 month period. Is fiscal year July-June?</p> <p>PRESS does not address key employees. Not sure we need to.</p>
6020 Employees with Chronic Communicable Diseases	5:40 Communicable and Chronic Infectious Disease	<p>PRESS identifies a Chronic Infectious Disease Review Team which makes recommendations about each situation to Superintendent.</p> <p>Current policy is very detailed with with specific time period of exclusion from work, dismissal procedures, etc. PRESS is not.</p>
6021 Bloodborne Pathogens	None	Is this covered in another section? We need an exposure control plan at a minimum.

DRAFT

Current	NEW - PRESS	Notes
6022 Maintenance, Inspection, and Dissemination of Personnel Records 6022P Practices	5:150 Personnel Records	<p>Support Staff CBA has language. Teacher CBA does not.</p> <p>PRESS says records are kept under the Superintendent's direct supervision. Current says HR.</p> <p>Current explains what can and cannot be included, used, or inspected in a personnel file. PRESS references State and Federal law.</p> <p>PRESS does not explain the terms of which the file may be inspected, i.e. under direct supervision of HR, no removing files, with 24 hour written notice, etc. Suggest we ADD as Admin Regulations</p>
6023 Staff Personal Security and Safety	None	Current policy makes a statement that District is not responsible for staff personal property loss or damage.
6024 Staff Development	5:100 Staff Development	PRESS lists current requirements for in-service training
6025 Employee Responsibilities	5:230 Maintaining Student Discipline	<p>PRESS Student Discipline applies to Professional Personnel (not in Support Staff section)</p> <p>The rest of the current policy is very specific. PRESS is not.</p>
6026 Insurance Management - Liability	None	PRESS Finance Policy 4:100
6027 Worker's Compensation	None	Current policy only references state law. Not needed
6028 Absence due to on the job injury	None	Current policy only addresses state law. Not needed.
6029 Dress Guidelines for Staff	None	Do we need this?

DRAFT

Current	NEW - PRESS	Notes
6030 Employee Ethics 6030P Employee Ethics Procedures	5:120 Employee Ethics: Conduct: and Conflict of Interest	Both policies are very similar. The 6030P is very detailed and explicit.
6031 Personal Technology and Social Media; Usage and Conduct	5:125 Personal Technology and Social Media; Usage and Conduct	Both policies are very similar.
6032 Operational Services Identity Protection	None	PRESS 4:15
6101 Required Physical Exam for New Certified	5:30 Hiring Process and Criteria	Current policy says Board will bear the cost. We are not required to.
6102 Credit for Prior Teaching	None	Current policy is lined out but still there?
6103 Professional Organizations for Certified Employee Membership	None	Current policy requires Board to budget for membership fees for certified employees.
6104 Certified Employee Participation in Professional Meetings & In-Service Activities	None	Current policy gives each department annual budget for PD outside District.
6105 Additional Training 6105P Rules and Regs	None	Is this covered in CBA? If we want Procedures we need to update them.
6106 Department Chair/Division Heads	None	Provides way to classify them as Teachers or Admin and states how their salaries are determined.
6107 Inability to Evaluate and Observe	None	Law has changed, we do not need this policy.
6108 Tutoring for Pay Prohibited	None	Is there a PRESS Policy?
6109 Unpaid Sick Leave	None	This seems to say the same thing as 6110.

DRAFT

Current	NEW - PRESS	Notes
6110 Temporary Illness of Incapacity	5:180 Temporary Illness or Temporary Incapacity	Time periods and calculations are different between current and PRESS
6112 Reduction in Force	5:290 ESS Employment Termination and Suspensions	<ul style="list-style-type: none"> - Current policy defines Seniority. - Teacher contract does not include definition of seniority. - Support Staff contract defines seniority in the contract. - Confidential staff seniority defined by board policy <p>We will need a policy to define Seniority</p>
6113 Part Time Teaching and Job Sharing	None	- Does this need to be policy? Can it be practice?
6201 Physical Exam for New ESS	5:30 Hiring Process and Criteria	Current policy says Board will bear the cost. We are not required to.
6301 Confidential/Exempt Employee Salaries	5:270 Employment At-Will, Compensation, and Assignment	Current policy is more detailed about timelines and process.
6302 Confidential Employee Overtime Pay	5:270 Employment At-Will, Compensation, and Assignment	PRESS Pays OT as time worked like the Support Staff contract language.
6303 Holidays Confidential/Exempt	5:330 Educational Support Personnel Sick Days, Vacation, Holidays.	Current policy is to align Confidential Staff Holiday schedule with Support Staff holiday schedule. PRESS does not align.
6304 Vacation -Confidential/Exempt	5:330 Educational Support Personnel Sick Days, Vacation, Holidays.	Current policy is to align Confidential Staff Vacation schedule with Support Staff holiday schedule. PRESS does not align
6305 - Leave of Absence - Confidential/Exempt	5:330 Educational Support Personnel Sick Days, Vacation, Holidays.	<p>PRESS is not correct. Current is 13 sick days, accumulate 210, 2 Personal days. PRESS says 10 and 180 and 1 personal.</p> <p>PRESS is not correct for bereavement.</p>

DRAFT

Current	NEW - PRESS	Notes
6306 - Unpaid Sick Leave - Confidential/Exempt	5:180 Temporary Illness or Temporary Incapacity	Time periods and calculations are different
6307 Insurance plan- Confidential/Exempt	None	Current policy states benefits provided on same terms as WCHSSA. We need a policy for Confidential and Admin Insurance.
6308 Rights before Administration - Confidential/Exempt	None	Current policy states must give reasonable notice and allow to bring a representative.
6309 Reduction in Force - Confidential/Exempt	5:290 ESS Employment Termination and Suspensions	Current provides for seniority list and definitions.
None	5:20 Workplace Harassment	Some elements are covered in 8004 Gender Equity and 8003 Title IX
None	5:35 Compliance with FLSA	
None	5:50 Drug and Alcohol Free	Covered under Current 1801 Policy
None	5:60 Expenses	1904, 1904P
None	5:70 Religious Holidays	Covered in CBAs (both) and policy 6305 for confidential. Current gives 1 extra personal day in some cases. PRESS gives no extra day.
None	5:130 Responsibilities Concerning Internal Information	
None	5:140 Solicitations By or From Staff	No solicitations without prior approval
None	5:190 Teacher Qualifications	
None	5:200 Terms and Conditions of Employment and Dismissal	
None	5:210 Resignations	States school code language about resignations

DRAFT

Current	NEW - PRESS	Notes
None	5:220 Substitute Teachers	
None	5:240 Suspension	
None	5:250 Leaves of Absence	Covered in CBAs (both) Provides language on many other mandated leaves
None	5:260 Student Teachers	Current 9508, 9508P
None	5:280 Duties and Qualifications Educational Support	
None	5:285 Bus Drivers & Commercial Vehicles	Are the mini buses commercial vehicles?
None	5:290 Employment Termination and Suspensions Educational Support	
None	5:300 Schedules and Employment Year	
Section 2000 - Administrators		Is PRESS Section 3 - School Administration? Need to check Section 3 with Section 2000 and see what belongs in PRESS Section 3 and what belongs in PRESS Section 5

**BOARD OF EDUCATION MEETING
COMMUNITY HIGH SCHOOL DISTRICT 94
February 20, 2018 – 7:00 P.M.
326 Joliet Street
West Chicago, IL 60185**

OPENING ACTIVITIES

1. Call to Order at 7:00 p.m.
2. Commander Steve Bennier of VFW Post 6791 led the Board and meeting attendees in the Pledge of Allegiance.
3. Ms. Yackey read the Mission Statement:
“Community High School strives to promote and provide growth experiences in Learning, Leadership and Living.”
4. Roll Call – Present were: Mr. Saake, Ms. Gillespie, Mr. Nagel and Ms. Yackey. Mr. Kotche attended via telephone due to a business commitment.
5. Absent – Mr. Campos, Ms. Doremus
6. Also in attendance: Dr. Domeracki, Mr. Cole, Mr. Blatchley, Ms. Moore, Dr. Cheng and Ms. Glunt
7. Additions to the Agenda:
None

STUDENT RECOGNITION:

1. Good News of the District:
Malik Milazzo was recognized for advancing to IHSA Wrestling Individual State Series
2. January Student of the Month:
Ricky Gieser
3. Voice of Democracy Awards:
Awards were presented by representatives of VFW Post 6791 to 67 students who participated in the annual contest.

PUBLIC PARTICIPATION:

The following community members and staff addressed the board:

- Sherry Bowne thanked negotiators for reaching a contract settlement. She expressed concern regarding the end of DACA and asked the Board to create a way of putting students’ minds at ease.
- Thomas Tipton expressed concern regarding the Finance Committee Meeting minutes, charges on school credit cards, and contract negotiations.
- Brad Larson expressed concern regarding contract negotiations.

NEGOTIATIONS UPDATE:

Mr. Saake thanked the negotiators on the Board and Teachers’ Association teams for reaching an agreement on the teachers’ contract.

ADMINISTRATIVE REPORTS AND INFORMATION:

1. Superintendent's Report:

- Madelyn Brotnow gave an update on student activities.

Dr. Domeracki reported the following:

- There had been 2 FOIA requests.
- Volunteer clubs have resumed. Snowball will continue next year.
- Dr. Domeracki asked if any board members would like to participate in interviews for the Division Head of Physical Education.
- The eLearning Day was successful. Student attendance was 96.07% and staff attendance was 94.61%.
- The Finance Committee reviewed 2 Intergovernmental Agreements. Both of these IGA's are being reviewed by the City of West Chicago and will be on the March agenda.
- Approximately 350 students participated in the ACCESS test, and 32 students participated in the AAPPL test.
- The results of the 2017 Illinois Science Assessment results have been received; the results from the 2016 test were received a month ago. Neither results will count toward accountability for schools and districts.

2. Director of Building Operations Report:

Mr. Cole reported that the outside doors will be re-keyed within the next few weeks. This is part of a larger plan to re-key the entire school building.

3. Director of Business Services Report:

Mr. Blatchley reported the following:

- He would be attending the 2nd part of a facilities seminar through IASBO on February 28th.
- An edited teachers' contract will be received shortly.

4. Director of Human Resources Report:

Ms. Moore reported she would attend 3 job fairs this year. She also stated the Evaluation Committee had met for the second time and they are working to update plan documents for next year.

5. Principal's Report:

Dr. Cheng reported on the following:

- Student Attendance & Discipline reports were included in the packet.
- Athletics is seeing a short hiatus between winter and spring activities.
- Course selection for next year has been completed and sectioning has begun.

6. Student Performance Data:

Allister Scott gave a PowerPoint presentation on D94's assessment data.

7. Committee Reports:

Mr. Cole gave a recap of the Facilities Committee Meeting of February 1, 2018.

Mr. Blatchley gave a recap of the Finance Committee Meeting of February 8, 2018. Board members discussed the minutes of the meeting and it was determined that the minutes of item #4 would be amended to read that there would be no recommendations to the Policy Committee at this time.

Committee Approval of Minutes:

Facilities Committee Approval of Minutes:

MOTION: That the Finance Committee approve the minutes of the meeting of February 1, 2018.

MOTION: Mr. Nagel

SECOND: Mr. Saake

VOTE: Unanimous Approval on Roll Call Vote 4 – 0

Finance Committee Approval of Minutes:

MOTION: That the Human Resources Committee approve the minutes of the meeting of February 8, 2018.

MOTION: Mr. Kotche

SECOND: Mr. Saake

VOTE: Unanimous Approval on Roll Call Vote 4 – 0

8. Future Dates:

- a. Regular Board of Education Meeting – March 20, 2018
- b. Regular Board of Education Meeting – April 17, 2018

9. Open Comment by Board Members:

Mr. Nagel recommended that all committees use the same process when reviewing policies.

10. Future Issues:

- a. Safe Zone Resolution Topic Requested by Susan Gillespie
Ms. Gillespie stated that DACA would end on March 2nd. She asked if board members would be interested in pursuing a resolution that would protect students in the event of ICE agents entering in the school. Mr. Saake asked if the resolution was necessary as there is legal advice already available. Ms. Yackey asked administration to come back to the board with current policy and procedures. It was determined that this will be brought to the March Board meeting as a discussion item on policy and procedures regarding immigration.
- b. Volunteer Recognition Topic Requested by Susan Gillespie
Board members discussed various methods of recognizing the school's many volunteers and honoring the VFW. Administration will bring recommendations to the March board meeting.
- c. Board and Committee Meeting Location Topic Requested by Susan Gillespie

Ms. Gillespie asked if these meetings should be held at the high school as it was ADA compliant and the District Office is not. It was noted that the District Administrative Center is not fully compliant with the Americans with Disabilities Act requirements. This item will be brought to the March board meeting for discussion.

CONSENT AGENDA (Roll Call)

Action items considered routine and/or which have been previously discussed by the Board will be enacted under one roll call motion unless removed for separate action upon Board request. They are enumerated under the heading “Recommended Action”.

1. Items Removed from Consent Agenda for Separate Action:

Imprest Fund Statement

Minutes of the Joint Boards of Education Meeting – January 22, 2018

2. Consent Agenda Action for All Items Except those Listed in 1. Above.

MOTION: That the Board approve all items on the Consent Agenda which have not been specifically removed for separate action as shown on line 1. immediately above.

MOTION: Ms. Yackey

SECOND: Ms. Gillespie

VOTE: Unanimous Approval on Roll Call Vote 5 - 0

CONSENT AGENDA ITEMS - RECOMMENDED ACTION(S):

1. **Approval of Minutes:**

- a. Regular Board of Education Meeting – January 16, 2018
- b. Closed Session Board of Education Meeting – January 16, 2018
- c. Special Board of Education Meeting – February 1, 2018
- d. Closed Session Special Board of Education Meeting – February 1, 2018

2. **Acceptance of Minutes:**

- a. Facilities Committee Meeting – February 1, 2018
- b. Finance Committee Minutes – February 8, 2018

3. **Approval of Financials**

- a. Approve Current Expenditures from January 12, 2018 to February 15, 2018
- b. Treasurer’s Report
- c. Statement of Position/Financial Report
- d. Statement of Revenue/Expenditures YTD Ending January 31, 2017
- e. 3-Year Budget/Actual Report
- f. Grant Reports
- g. Petty Cash Fund Report
- h. Student Activity Account Fund Balance
- i. New Vendors Monthly Report
- j. Quarterly Financial Reports

4. **Adoption of Textbooks – (Roll Call)**

Administration is recommending the adoption of the following textbooks for the 2018-19 school year:

- a. The American Pageant for AP, 16th Edition – Textbook and Online (6 year license)
- b. Servsafe Coursebook – Textbook
- c. Introduction to Teaching: Making a Difference in Student Learning – Textbook
- d. Technical Drawing the Engineer Graphics, 15th Edition – Textbook
- e. Quality, 6th Edition – Textbook
- f. Machine Tool Practices, 10th Edition – Textbook
- g. Financial Institutions, Markets and Money, 12th Edition - Textbook

CONSENT AGENDA APPROVAL

ITEMS REMOVED FROM CONSENT AGENDA:

1. **Approval of Minutes**

Joint Boards of Education Meeting

January 22, 2018

MOTION: Ms. Yackey

SECOND: Mr. Nagel

VOTE: Ayes: Gillespie, Nagel, Saake, Yackey

Nays: None

Abstain: Kotche

Motion Passed: 4 – 0, 1 Abstain

2. **Imprest Fund Statement:**

MOTION: Mr. Kotche

SECOND: Mr. Nagel

DISCUSSION: Ms. Gillespie voiced concern regarding the use of the district credit card to make purchases and the lack of policy for credit card usage. She questioned some charges on the credit card and stated there is an opportunity to look at what money is being spent on when redoing policy.

VOTE: Ayes: Kotche, Nagel, Saake, Yackey

Nays: Gillespie

Abstain: None

Motion Passed: 4 – 1, 0 Abstain

OLD BUSINESS:

There was no old business.

NEW BUSINESS:

1. **Personnel Reports – (Roll Call)**

The personnel report consisted of:

1 leave of absence requests

MOTION: That the Board of Education approve the Personnel and Supplemental Contract reports as presented in the packet.

MOTION: Mr. Nagel

SECOND: Ms. Yackey

VOTE: Unanimous Approval on Roll Call Vote: 5 - 0

2. **Separation of Employment – (Roll Call)**

MOTION: That the Board of Education accept the resignation of William Lech, Division Head of Physical Development/Assistant Athletic Director, effective June 30, 2018.

MOTION: Ms. Yackey

SECOND: Ms. Gillespie

VOTE: Unanimous Approval on Roll Call Vote 5 – 0

3. **Transportation Bid – (Roll Call)**

In conjunction with SASSED, special education bussing was recently bid. The low bidder and the recommended contractor is Sunrise Southwest, LLC. Current annualized costs for special education transportation is approximately \$727,079. This has the potential of being a 25% increase over the expiring contract but will most likely be less with the bid structure changing to a per route cost versus a per student cost.

MOTION: That the Board of Education approve the contract with Sunrise Southwest, LLC for a three year period.

MOTION: Ms. Gillespie

SECOND: Mr. Nagel

VOTE: Unanimous Approval on Roll Call Vote 5 - 0

4. **Intergovernmental Agreement Between LEND and All Member Schools – (Roll Call)**

The Legislative Education Network of DuPage County has had a pre-existing Intergovernmental Agreement (IGA) with the member schools. This IGA was recently reviewed and updated to reflect the current schools and clean up outdated or obsolete language. The proposed IGA is attached for your approval.

MOTION: That the Board of Education approve the Legislative Education Network of DuPage Intergovernmental Agreement.

MOTION: Ms. Yackey

SECOND: Mr. Kotche

VOTE: Unanimous Approval on Roll Call Vote 5 - 0

EXECUTIVE SESSION:

The Board of Education moved to Executive Session at 8:42 p.m. for the purpose of discussing collective negotiating matters.

MOTION: Ms. Yackey

SECOND: Mr. Nagel

VOTE: Unanimous Approval on Roll Call Vote 5 – 0

RETURN TO OPEN SESSION:

The Board of Education returned to Open Session at 9:07 p.m. There was no action after returning to open session.

ADJOURNMENT

MOTION:

Education meeting be adjourned at 9:08 p.m.

That the Board of

MOTION: Ms. Gillespie

SECOND: Ms. Yackey

VOTE: Unanimous Approval on Voice Vote 5 – 0

ATTEST:

Gary R. Saake, President

Renee Yackey, Secretary

Community High School District 94

**Counseling Conference Room
West Chicago Community High School
326 Joliet Street
Education/Programs Committee Meeting
March 5, 2018
5:30 PM**

Agenda

Committee Members:

Katherine Doremus, Board Vice President

Susan Gillespie, Board Member

Renee Yackey, Board Secretary

Moses Cheng, Principal

Douglas Domeracki, Superintendent, Ex Officio

Gary Saake, Board President, Ex Officio

1. Roll Call
2. Public Comment
3. Review of IASB Draft Policies Related to Section 6 - Instruction
4. Comments from Committee for Revisions of IASB Policies in Section 6 - Instruction
5. Review of IASB Draft Policies Related to Section 7 - Students
6. Comments from Committee for Revisions of IASB Policies in Section 7 - Students
7. Adjournment

Community High School District 94
West Chicago, IL 60185
Education/Programs Committee Meeting

Minutes of the Education Committee meeting held on March 5, 2018 at 5:30 p.m. at West Chicago Community High School, Counseling Conference room. Minutes recorded by Dr. Cheng

Call to order: The meeting was called to order at 5:30 p.m.

1. Roll Call:

Education Committee members present: Renee Yackey, Gary Saake – ex officio, Doug Domeracki – ex officio, Moses Cheng

Education Committee members absent: Kathe Doremus, Susan Gillespie

2. Public comment:

None

3. Review of IASB draft policies related to Section 6 - Instruction.

Dr. Cheng reviewed IASB draft policies related to Section 6 – Instruction and provided references to current district policy series 1000, 4000, 7000, and 8000 where applicable.

4. Comments from committee for revisions of IASB policies in Section 6 – Instruction

Committee agreed that it would be important and beneficial to do a more granular review of IASB policies Section 6 as compared to current district policies to determine alignment, relevancy, and needs. Dr. Domeracki suggested that he and Dr. Cheng would do that granular review and provide the results at a future Education Committee meeting for further discussion. Committee members were also asked to review the policies and share their thoughts with administration and/or bring them to the next Education Committee meeting for discussion as well. The focus of the next Education Committee will be to review any suggested policy changes to this section prior to advancing them to the Policy Committee.

5. Review of IASB draft policies related to Section 7 - Students.

Dr. Cheng reviewed IASB draft policies related to Section 7 – Students and provided references to current district policy series 1000, 4000, 7000, and 8000 where applicable.

6. Comments from committee for revisions of IASB policies in Section 7 – Students

Committee agreed that it would be important and beneficial to do a more granular review of IASB policies Section 7 as compared to current district policies to determine alignment, relevancy, and needs. Dr. Domeracki suggested that he and Dr. Cheng would do that granular review and provide the results at a future Education Committee meeting for further discussion. Committee members were also asked to review the policies and share their thoughts with administration and/or bring them to the next Education Committee meeting for discussion as well. The focus of the next Education Committee will be to review any suggested policy changes to this section prior to advancing them to the Policy Committee.

7. Adjournment

Mr. Saake made the motion to adjourn. Ms. Yackey seconded the motion. The meeting was adjourned at 6:44 p.m. by unanimous voice vote.

Community High School District 94
WEST CHICAGO COMMUNITY HIGH SCHOOL
326 JOLIET STREET WEST CHICAGO, IL -
COMMONS
Human Resources Committee Meeting
March 12, 2018
6:00 PM

Agenda

Committee Members:

Katherine Doremus, Board Vice President
Susan Gillespie, Board Member
Renee Yackey, Board Secretary
Cheryl Moore, Director of Human Resources
Douglas Domeracki, Superintendent, Ex Officio
Gary Saake, Board President, Ex Officio

1. Roll Call
2. Public Comment
3. Review of IASB Draft Policies Related to the Personnel Section
4. Recommendations From Committee for Revisions of IASB Policies in the Personnel Section
5. Adjournment

**COMMUNITY HIGH SCHOOL
DISTRICT 94
West Chicago, Illinois**

Minutes of the HUMAN RESOURCES COMMITTEE meeting held on March 12, 2018 at 326 Joliet Street, West Chicago, Illinois from 6:00 p.m. to 7:05 p.m.

1. **Roll Call:** The meeting was called to order at 6:00 p.m.

Committee Members: Kathe Doremus, Susan Gillespie, Renee Yackey, Cheryl Moore, Gary Saake (Ex Officio), Dr. Douglas Domeracki (Ex Officio)

Committee Members Present: Kathe Doremus, Susan Gillespie, Renee Yackey, Cheryl Moore

Committee Members Absent: Gary Saake (Ex Officio), Dr. Douglas Domeracki (Ex Officio)

Others Present: Lynn Boothe (Recording Secretary)

2. **Public Comment**

There was no public comment.

3. **Review of IASB Draft Policies Related to the Personnel Section**

- The committee discussed that some current policies in section 6000 do not exist in PRESS and vice versa.
- Ms. Gillespie suggested the Non-Discrimination Coordinator and Complaint Managers in PRESS policy 5:10 be listed by name as opposed to title. Ms. Moore said the concern with doing that is we need to remember to update that any time there is a change. After discussion it was recommended we list titles.
- Ms. Gillespie had questions regarding the PRESS policy 5:60 Expenses. One question was what the policy meant when it stated that “The Board regulatesby resolution.” A second question was what are the “maximum allowed expenses” identified in the policy. The committee thought these questions were better answered in the Finance policy discussion.
- The committee discussed policy 5:90 Abused and Neglected Child Reporting. Ms. Gillespie asked if the District was providing training specifically in Erin’s Law. Ms. Moore said she would look into this.
- The committee discussed policy 5:100 Staff Development. The policy lists mandated training requirements. Most of this training is done on-line and logged. Each year training is assigned. Many trainings are every other year.

4. **Recommendations from Committee for Revisions of IASB Policies in the Personnel Section**

- The committee reviewed current Personnel Policies starting with 6001 with the following recommendations:
 - Current Policy 6001 – HR Program Goals – Policy not in PRESS and not needed as HR Program Goals are captured within the job description of the HR Director.
 - Current Policy 6002 – Equal Employment Opportunity Statement: Revise to PRESS Policy 5:10 Equal Opportunity and Minority Recruitment.
 - Current Policy 6003 – Title IX Compliance Statement: - Policy not in PRESS and not needed as it is covered under EEO statement.

- Current Policy 6004 – Employee Rights and Responsibilities: Policy not in PRESS and not needed.
- Current Policy 6005 – Supervisory Conflict of Interest: Policy not in PRESS but we need this or some other form of it. Ms. Moore will see if PRESS has a policy and if not will bring examples to the next Committee meeting for discussion.
- Current Policies 6006 – Creating a Position, 6007 – Posting of Vacancies, 6008 – Recruitment of Staff, 6009 – Employment of Staff: These policies are covered by PRESS Policy 5:30 Hiring Process and Criteria.
- Current Policy 6010 – Evaluation: Revise to PRESS Policy 5:200 – Professional Personnel and Policy 5:320 – Educational Support Personnel. Need to add Administrators.
- Current Policy 6011 – Supervision: Policy not in PRESS but not needed.
- Current Policy 6012 – Assignment and Transfer: Policy not in PRESS but not needed because it is covered in the CBA’s.
- Current Policy 6013 – Directory of School Personnel: Policy not in PRESS but not needed.
- Current Policy 6014 – Employee Service Recognition and Current Policy 6014P – Rules and Regulations: Revise to PRESS Policy 5:110 Recognition for Service and keep 6014P – Procedures.
- Current Policy 6015 – Jury Duty: Revise to PRESS Policy 5:80 Court Duty.
- Current Policy 6016 – Student Welfare – Child Abuse: Revise to PRESS Policy 5:90 – Abused and Neglected Child Reporting. We need to communicate changes to staff.
- Current Policy 6017 – Copyright and Current Policy 6017P – Copyright Compliance: Revise to PRESS Policy 5:170 – Copyright.
- Current Policy 6018 – Deduction of Pay for Unauthorized Absence: Policy not in PRESS but not needed.
- Current Policy 6019 – FMLA and Current Policy 6019P – FMLA: Revise to PRESS Policy 5:185. Ms. Moore needed to review the procedures.
- Current Policy 6020 – Employees with Chronic Communicable Diseases: Revise to PRESS Policy 5:40 Communicable and Chronic Infectious Diseases.
- Current Policy 6021 – Bloodborne Pathogens: There is no PRESS policy but we need to have an Exposure Control Plan. Ms. Moore will look into how we handle this.
- Current Policy 6022 – Maintenance, Inspection, and Dissemination of Personnel Records and Current Policy 6022P – Practices: Revise to PRESS Policy 5:150 Personnel Records but we need to have procedures. Ms. Moore will look at the current procedures.
- Current Policy 6023 – Staff Personal Security and Safety: The committee would like an attorney opinion on this policy. There is no PRESS policy.
- Current Policy 6024 – Staff Development: Revise to PRESS Policy 5:100 – Staff Development.
- Current Policy 6025 – Employee Responsibilities: Revise to PRESS Policy 5:230 – Maintaining Student Discipline. Committee would like this policy to apply to Educational Support Staff also.
- Current Policy 6026 – Insurance Management – Liability: This is not an HR related policy. It is covered in PRESS Policy 4:100.
- Current Policy 6027 – Worker’s Compensation: Policy not in PRESS but not needed, this is covered in state law.
- Current Policy 6028 – Absence Due to on the Job Injury: Policy not in PRESS but not needed, this is covered in state law.
- Current Policy 6029 – Dress Guidelines for Staff: Policy not in PRESS. There was a difference of opinion by the committee on whether this policy is needed and what it should look like. The committee will review this again.
- The committee was not able to discuss the remaining current and PRESS policies due to time constraints. The remaining policies will be discussed at one or more future meetings not yet scheduled.

5. **Adjournment:** Cheryl Moore asked for a motion to adjourn. Ms. Doremus so moved. Ms. Yackey seconded the motion. The meeting was adjourned by unanimous voice vote at 7:05 p.m.

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HR Policy Review - DRAFT

Current	NEW - PRESS	Notes
6001 - HR Program Goals	None	The goals are captured within the job description of the HR Director
6002 - Equal Employment Opportunity Statement	5:10 Equal Employment Opportunity and Minority Recruitment	Lists the Nondiscrimination Coordinator and Complaint Managers which is currently listed in Policy 8003 related to students. Adds language about trying to recruit minority staff as opposed to just not discriminating. Says "will attempt" and "may."
6003 Title IX compliance statement	None	Title IX is covered under EEO statement.
6004 Employee Rights and Responsibilities	None	States that employees need to be familiar with policies, rules, etc. or use best judgement if no rule.
6005 Supervisory Conflict of Interest	None	We should have an anti-nepotism policy or at least the Supervisor Conflict of Interest. Does PRESS have one?
6006 Creating a Position 6007 Posting of Vacancies 6008 Recruitment of Staff 6009 Employment of Staff	5:30 Hiring Process and Criteria	PRESS does not address (1) creating a position, (2) posting of vacancies, (3) interview process, (4) collection of reference checks or documents. I am familiar with these as internal procedures rather than as policies. If we want to spell these out I recommend we do so in an Administrative Regulation
6010 Evaluation	5:200 Professional Personnel 5:320: Educational Support Personnel	Does not cover Administrators.
6011 Supervision	None	Should be covered in job description/job expectations
6012 Assignment and Transfer	None	Covered in Support Staff CBA. Transfer/assignment covered in Teacher CBA.
6013 Directory of School Personnel	None	Do we need a policy for this?

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Current	NEW - PRESS	Notes
6014 Employee Service Recognition 6014P- Rules and Regulations	5:110 Recognition for Service	6014P should be reviewed and turned into an Administrative Regulation
6015 Jury Duty	5:80 Court Duty	PRESS does not have statement about loss of pay for failure to remit per diem money. Not aware this is a problem.
6016 Student Welfare - Child Abuse	5:90 Abused and Neglected Child Reporting	<p>PRESS adds language about School Board member responsibilities and language to comply with the law when staff member is suspected of abuse.</p> <p>PRESS adds language about hazing and discovery of child pornography. We will need to communicate these changes and responsibilities to staff.</p>
6017 Copyright 6017P Copyright Compliance	5:170 Copyright	Current policy is 10 pages long. PRESS is 1 page. May need to review and keep the procedures.
6018 Deduction of Pay for Unauthorized Absence	None	Can be done as part of the discipline process.
6019 FMLA 6019P FMLA	5:185 FMLA	<p>PRESS policy uses Sept 1 - Aug 31. Current policy says "fiscal year" is the 12 month period. Is fiscal year July-June?</p> <p>PRESS does not address key employees. Not sure we need to.</p>
6020 Employees with Chronic Communicable Diseases	5:40 Communicable and Chronic Infectious Disease	<p>PRESS identifies a Chronic Infectious Disease Review Team which makes recommendations about each situation to Superintendent.</p> <p>Current policy is very detailed with with specific time period of exclusion from work, dismissal procedures, etc. PRESS is not.</p>
6021 Bloodborne Pathogens	None	Is this covered in another section? We need an exposure control plan at a minimum.

DRAFT

Current	NEW - PRESS	Notes
6022 Maintenance, Inspection, and Dissemination of Personnel Records 6022P Practices	5:150 Personnel Records	<p>Support Staff CBA has language. Teacher CBA does not.</p> <p>PRESS says records are kept under the Superintendent's direct supervision. Current says HR.</p> <p>Current explains what can and cannot be included, used, or inspected in a personnel file. PRESS references State and Federal law.</p> <p>PRESS does not explain the terms of which the file may be inspected, i.e. under direct supervision of HR, no removing files, with 24 hour written notice, etc. Suggest we ADD as Admin Regulations</p>
6023 Staff Personal Security and Safety	None	Current policy makes a statement that District is not responsible for staff personal property loss or damage.
6024 Staff Development	5:100 Staff Development	PRESS lists current requirements for in-service training
6025 Employee Responsibilities	5:230 Maintaining Student Discipline	<p>PRESS Student Discipline applies to Professional Personnel (not in Support Staff section)</p> <p>The rest of the current policy is very specific. PRESS is not.</p>
6026 Insurance Management - Liability	None	PRESS Finance Policy 4:100
6027 Worker's Compensation	None	Current policy only references state law. Not needed
6028 Absence due to on the job injury	None	Current policy only addresses state law. Not needed.
6029 Dress Guidelines for Staff	None	Do we need this?

DRAFT

Current	NEW - PRESS	Notes
6030 Employee Ethics 6030P Employee Ethics Procedures	5:120 Employee Ethics: Conduct: and Conflict of Interest	Both policies are very similar. The 6030P is very detailed and explicit.
6031 Personal Technology and Social Media; Usage and Conduct	5:125 Personal Technology and Social Media; Usage and Conduct	Both policies are very similar.
6032 Operational Services Identity Protection	None	PRESS 4:15
6101 Required Physical Exam for New Certified	5:30 Hiring Process and Criteria	Current policy says Board will bear the cost. We are not required to.
6102 Credit for Prior Teaching	None	Current policy is lined out but still there?
6103 Professional Organizations for Certified Employee Membership	None	Current policy requires Board to budget for membership fees for certified employees.
6104 Certified Employee Participation in Professional Meetings & In-Service Activities	None	Current policy gives each department annual budget for PD outside District.
6105 Additional Training 6105P Rules and Regs	None	Is this covered in CBA? If we want Procedures we need to update them.
6106 Department Chair/Division Heads	None	Provides way to classify them as Teachers or Admin and states how their salaries are determined.
6107 Inability to Evaluate and Observe	None	Law has changed, we do not need this policy.
6108 Tutoring for Pay Prohibited	None	Is there a PRESS Policy?
6109 Unpaid Sick Leave	None	This seems to say the same thing as 6110.

DRAFT

Current	NEW - PRESS	Notes
6110 Temporary Illness of Incapacity	5:180 Temporary Illness or Temporary Incapacity	Time periods and calculations are different between current and PRESS
6112 Reduction in Force	5:290 ESS Employment Termination and Suspensions	<ul style="list-style-type: none"> - Current policy defines Seniority. - Teacher contract does not include definition of seniority. - Support Staff contract defines seniority in the contract. - Confidential staff seniority defined by board policy <p>We will need a policy to define Seniority</p>
6113 Part Time Teaching and Job Sharing	None	- Does this need to be policy? Can it be practice?
6201 Physical Exam for New ESS	5:30 Hiring Process and Criteria	Current policy says Board will bear the cost. We are not required to.
6301 Confidential/Exempt Employee Salaries	5:270 Employment At-Will, Compensation, and Assignment	Current policy is more detailed about timelines and process.
6302 Confidential Employee Overtime Pay	5:270 Employment At-Will, Compensation, and Assignment	PRESS Pays OT as time worked like the Support Staff contract language.
6303 Holidays Confidential/Exempt	5:330 Educational Support Personnel Sick Days, Vacation, Holidays.	Current policy is to align Confidential Staff Holiday schedule with Support Staff holiday schedule. PRESS does not align.
6304 Vacation -Confidential/Exempt	5:330 Educational Support Personnel Sick Days, Vacation, Holidays.	Current policy is to align Confidential Staff Vacation schedule with Support Staff holiday schedule. PRESS does not align
6305 - Leave of Absence - Confidential/Exempt	5:330 Educational Support Personnel Sick Days, Vacation, Holidays.	<p>PRESS is not correct. Current is 13 sick days, accumulate 210, 2 Personal days. PRESS says 10 and 180 and 1 personal.</p> <p>PRESS is not correct for bereavement.</p>

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Current	NEW - PRESS	Notes
6306 - Unpaid Sick Leave - Confidential/Exempt	5:180 Temporary Illness or Temporary Incapacity	Time periods and calculations are different
6307 Insurance plan- Confidential/Exempt	None	Current policy states benefits provided on same terms as WCHSSA. We need a policy for Confidential and Admin Insurance.
6308 Rights before Administration - Confidential/Exempt	None	Current policy states must give reasonable notice and allow to bring a representative.
6309 Reduction in Force - Confidential/Exempt	5:290 ESS Employment Termination and Suspensions	Current provides for seniority list and definitions.
None	5:20 Workplace Harassment	Some elements are covered in 8004 Gender Equity and 8003 Title IX
None	5:35 Compliance with FLSA	
None	5:50 Drug and Alcohol Free	Covered under Current 1801 Policy
None	5:60 Expenses	1904, 1904P
None	5:70 Religious Holidays	Covered in CBAs (both) and policy 6305 for confidential. Current gives 1 extra personal day in some cases. PRESS gives no extra day.
None	5:130 Responsibilities Concerning Internal Information	
None	5:140 Solicitations By or From Staff	No solicitations without prior approval
None	5:190 Teacher Qualifications	
None	5:200 Terms and Conditions of Employment and Dismissal	
None	5:210 Resignations	States school code language about resignations

DRAFT

Current	NEW - PRESS	Notes
None	5:220 Substitute Teachers	
None	5:240 Suspension	
None	5:250 Leaves of Absence	Covered in CBAs (both) Provides language on many other mandated leaves
None	5:260 Student Teachers	Current 9508, 9508P
None	5:280 Duties and Qualifications Educational Support	
None	5:285 Bus Drivers & Commercial Vehicles	Are the mini buses commercial vehicles?
None	5:290 Employment Termination and Suspensions Educational Support	
None	5:300 Schedules and Employment Year	
Section 2000 - Administrators		Is PRESS Section 3 - School Administration? Need to check Section 3 with Section 2000 and see what belongs in PRESS Section 3 and what belongs in PRESS Section 5

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629052	Acer Service Corporat	03/20/2018	MISC TECHNOLOGY SUPPLIES	9,578.00	26,248.20
			TECHNOLOGY MAINTENANCE	4,953.40	
			SUPPLIES TECHNOLOGY	3,295.00	
			SUPPLIES TECHNOLOGY	8,421.80	
			SUPPLIES		
1629053	Albright, Scott	03/20/2018	CHEMISTRY LAB SUPPLIES	13.44	13.44
1629054	Alexian Brothers Beha	03/20/2018	1/24/18-1/29/18 TUITION; 1	160.00	160.00
			STUDENT; ACCT #H08003465286		
1629055	Allendale Association	03/20/2018	JANUARY 2018 TUITION; 1	904.16	904.16
			STUDENT		
1629056	Allstar Custom Awards	03/20/2018	BASKETBALL; DANCE, BOYS SWIM AND WRESTLING AWARDS	322.50	322.50
1629057	Vendor Continued Void	03/20/2018			0.00
1629058	Amazon.Com	03/20/2018	Olympus voice recorder; District Office HEADSETS AND HDMI CABLES	169.53 1,010.49	2,865.78
			Miscellaneous	17.51	
			Supply order, January		
			SANDUSKY CART RETURN	-730.94	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Transition Center	82.33	
			Program Supplies		
			AUDITORIUM	79.95	
			SUPPLIES		
			January DVD	105.50	
			order, 8 DVDs		
			CANON CYAN INK	59.91	
			CARTRIDGE		
			SANDUSKY AV CART	730.94	
			light sensors	84.40	
			PFI-107B PIGMENT	132.00	
			MATTE B		
			LUXOR AV CART	228.15	
			Cables and	57.74	
			staplers		
			contactor for	377.95	
			compressor		
			Book order, Nov.	15.14	
			2017, 24 books		
			238ab metering	215.85	
			device		
			Miscellaneous	81.97	
			Supply order,		
			January		
			Wireless	147.36	
			keyboard/mouse,		
			Motorola chargers		
1629059	ANDERSON PEST SOLUTIO	03/20/2018	MARCH 2018	90.93	90.93
			PREVENTIVE SVCS		
1629060	Andy Frain Services I	03/20/2018	JANUARY 2018	9,344.61	18,848.75
			SECURITY SVCS		
			FEBRUARY 2018	9,504.14	
			SECURITY SVCS		

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629061	Aqua Pure Enterprises	03/20/2018	POOL SUPPLIES	1,052.26	2,797.75
			POOL SUPPLIES	515.95	
			POOL SUPPLIES	1,229.54	
1629062	At&t	03/20/2018	2/16/18-3/15/18 PHONE SVC	2,810.36	4,407.95
			2/28/18-3/27/18 DUCOMM SVCS	371.23	
			2/16/18-3/15/18 INTERNET SVC	1,226.36	
			INTERNET SVCS		
1629063	AT&T INTERNET SERVICE	03/20/2018	2/10/18-3/9/18 INTERNET SVCS	1,675.91	1,675.91
1629064	At&t Long Distance	03/20/2018	JANUARY 2018 LONG DISTANCE	99.12	99.12
1629065	B&H EDUCATIONAL SALES	03/20/2018	Canon PFI-107 130 ml Ink Tank - Yellow and Magenta	130.34	130.34
1629066	Balaskas, Alexandra	03/20/2018	CHEMISTRY LAB SUPPLIES	30.14	30.14
1629067	Batteries + Bulbs	03/20/2018	FIRE ALARM REPAIR SUPPLIES	411.50	748.80
			FIRE ALARM REPAIR SUPPLIES	337.30	
			FIRE ALARM REPAIR SUPPLIES		
1629068	Behavioral Health Ser	03/20/2018	1/31/18-2/16/18 TUTORING; 1 STUDENT	525.00	525.00
1629069	Best Plumbing Special	03/20/2018	PLUMBING SUPPLIES	100.00	100.00
1629070	Blick Art Materials	03/20/2018	2nd semester Drawing, 3D, and Studio Art materials	27.38	27.38
1629071	Brightstar	03/20/2018	2/5/18 & 2/7/18 NURSE TEMP	525.00	525.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629072	Brown, Steve	03/20/2018	WRESTLING STATE TOURNAMENT EXPENSES	109.50	109.50
1629073	BSN SPORTS	03/20/2018	BADMINTON FLOOR TAPE V-NECK SOFTBALL UNIFORM SHIRTS	78.00 1,146.40	1,224.40
1629074	Burchacki, Suzanne	03/20/2018	ENVIRONMENTAL SCIENCE LAB SUPPLIES	54.00	54.00
1629075	Butler Chemical Co	03/20/2018	FEBRUARY 2018 MAINTENANCE	680.00	680.00
1629076	Canon Financial Servi	03/20/2018	MARCH 2018 CONTRACT CHARGES CANON IMAGERUNNER; MARCH 2018	6,750.31 855.36	7,605.67
1629077	Carol Stream Chamber	03/20/2018	2018/19 MEMBERSHIP DUES	215.00	215.00
1629078	Carolina Biological S	03/20/2018	Science- Environmental Sciences supplies for Water Testing	219.47	219.47
1629079	Carrow, Patricia	03/20/2018	JAN 2018-MAR 2018 RETIREE HLTH REIMBURSEMENT	392.76	392.76
1629080	The Center/IRC	03/20/2018	Presenter: Michele Yanong: Technology Presentation on 2/23/18	1,400.00	1,400.00
1629081	CENTRAL POLY CORPORAT	03/20/2018	2017/18 CUSTODIAL BID WINNER FOR	1,573.04	1,573.04

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629082	Chsd94 Educational Fo	03/20/2018	PAPER PRODUCTS; QUARTERLY DELIVERY AS PER ATTACHED Ed Foundation Donations Collected Through Credit Card System - RevTrak - from 1-11-18 through 2-06-18	475.00	475.00
1629083	Cisek, Susan	03/20/2018	2/1/18-2/15/18 MILEAGE; HMBD TUTORS 2/16/18-2/28/18 MILEAGE; HMBD TUTORS	65.40 43.60	109.00
1629084	City Of West Chicago	03/20/2018	FEB 2018 FUEL; DRIVERS ED	132.72	132.72
1629085	City Of West Chicago	03/20/2018	3/4/17-7/4/17 WATER; DISTRICT OFFICE	171.12	171.12
1629086	Clare Woods Academy	03/20/2018	MARCH 2018 TUITION; 1 STUDENT	5,240.16	5,240.16
1629087	Comed	03/20/2018	1/16/18-2/14/18 ELECTRICITY; DISTRICT OFFICE	425.93	425.93
1629088	Communications Revolv	03/20/2018	JANUARY 2018 INTERNET SVC	2,250.00	2,250.00
1629089	Community Unit School	03/20/2018	11/17-1/18 SHARED TRANSPORTATION; 1 STUDENT	1,152.00	1,152.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629090	COMMUNITY THERAPY SER	03/20/2018	FEBRUARY 2018 THERAPY SERVICES	7,304.00	7,304.00
1629091	Constellation Newener	03/20/2018	FEBRUARY 2018 NATURAL GAS	19,938.32	19,938.32
1629092	Constellation New Ene	03/20/2018	12/17/18-2/15/18 ELECTRIC SVC	40,209.20	40,209.20
1629093	CORE ACADEMY	03/20/2018	FEBRUARY 2018 TUITION; 5 STUDENTS FEBRUARY 2018 LIFE SKILLS TUITION; 1 STUDENT	15,049.25 3,920.03	18,969.28
1629094	CPC Inc	03/20/2018	MARCH 2018 FACILITY TREE SW	175.00	175.00
1629095	Crescent Electric Sup	03/20/2018	ELECTRONIC BALLAST	119.57	119.57
1629096	DLA Architects, Ltd.	03/20/2018	2018 RENOVATIONS PROJECT NOVEMBER 2017 (FIX FOR TAKING CREDIT OF \$3,622.50 ON THIS INVOICE WHEN INVOICE WAS REFLECTIVE OF A ZERO BALANCE DUE) 2018 TENNIS COURT RECONSTRUCTION; FEB 2018 2019 ADDITION/REMODEL PROJECT; FEB 2018	3,622.50 8,689.81 64,791.14	77,103.45
1629097	Dragonetti, William	03/20/2018	WRESTLING STATE	730.62	730.62

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629098	Ehlers And Associates	03/20/2018	TOURNAMENT EXPENSES 2018 DISCLOSURE REPORTING	2,800.00	2,800.00
1629099	Engler Callaway Baast	03/20/2018	FEBRUARY 2018 GENERAL LEGAL SVCS	330.00	330.00
1629100	ESPINAL, MARIA	03/20/2018	3/10/18 LIONS CLUB PANCAKE BREAKFAST; SERVER	111.00	111.00
1629101	Excel Edge	03/20/2018	SAT PREP COURSE REGISTRATION; 14 STUDENTS	4,130.00	4,130.00
1629102	Ferreiro, Brianne	03/20/2018	BUFFALO UNIVERSITY CASE STUDIES CLASS SET	25.00	25.00
1629103	Flinn Scientific	03/20/2018	Chemistry general supplies; test tubes	117.92	117.92
1629104	Flolo Corporation	03/20/2018	HVAC SUPPLIES	363.57	363.57
1629105	Follett Library Resou	03/20/2018	Laser Print Barcode Labels	99.94	99.94
1629106	Ford Credit	03/20/2018	CAR LEASE; DRIVERS ED; ACCT #51897178; PYMT 34 OF 36	252.87	252.87
1629107	Fox Tech Transition P	03/20/2018	FEBRUARY 2018 TUITION; 1 STUDENT	3,307.69	3,307.69
1629108	Franczek Radelet PC	03/20/2018	STATE AID RECALCULATIONS	498.00	498.00
1629109	Fritz, Wes	03/20/2018	BASKETBALL ASSIGNMENTS FEE	1,301.30	1,301.30

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629110	Fulmer, Anna	03/20/2018	CHEMISTRY LAB SUPPLIES	11.94	11.94
1629111	Giant Steps	03/20/2018	FEBRUARY 2018 TUITION; 2 STUDENTS February 2018 Tuition; 2 students	12,164.56 9,603.60	21,768.16
1629112	GIBSON, AMY	03/20/2018	1/1/18-3/31/18 RETIREE HLTH REIMBURSEMENT	333.11	333.11
1629113	Glenoaks Hospital The	03/20/2018	8/16/17-12/22/17 RATE ADJUSTMENT CHARGES FEBRUARY 2018 TUITION; NORTH CAMPUS; 2 STUDENTS FEBRUARY 2018 TUITION; WEST CAMPUS	530.59 6,346.44 2,906.84	9,783.87
1629114	Grainger	03/20/2018	MAINTENANCE SUPPLIES MAINTENANCE SUPPLIES MISC BUILDING HARDWARE SUPPLIES	318.19 148.10 79.35	545.64
1629115	GROUND EFFECTS MAINTENANCE	03/20/2018	FEB 2018 SNOW REMOVAL MISC CHARGES	6,655.00	6,655.00
1629116	Harris Bank	03/20/2018	KITCHEN, ELECTRICAL, MECHANICAL	1,183.99	4,022.21

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			SUPPLIES AND KEYS		
			CHROMEBOOK	2,313.82	
			PARTS/TECH		
			SUPPLIES; I-PASS		
			REPLENISHMENT;		
			HVAC SUPPLIES;		
			DIST OFFICE		
			SUPPLIES		
			SUPT	245.00	
			PUBLICATIONS;		
			SUPT AND BOE FEES		
			FBLA CONFERENCE	279.40	
			STUDENT LODGING;		
			3/1/18-3/2/18; TO		
			BE REIMBURSED BY		
			STUDENT		
			ACTIVITIES		
1629117	Hauser Izzo Petrarca	03/20/2018	FEBRUARY 2018	17,028.00	17,952.00
			LEGAL SVCS		
			FEBRUARY 2018	924.00	
			LEGAL SVCS;		
			PROPERTY TAXES		
1629118	Hearts of Hope	03/20/2018	STAFF SYMPATHY;	50.00	50.00
			HR		
1629119	HERFF JONES, INC.	03/20/2018	DIPLOMA COVERS	1,768.30	1,478.96
			AND INSERTS		
			DIPLOMA COVERS	-185.94	
			AND INSERTS		
			DIPLOMA COVERS	-103.40	
			AND INSERTS		
1629120	Hm Receivables Co Llc	03/20/2018	math support	2,650.00	2,650.00
			curriculum; grant		
1629121	Holstein Garage	03/20/2018	SAFETY LANE; #8,	105.00	105.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629122	Hope School	03/20/2018	10 AND "GRAY GOOSE" FEBRUARY 2018 TUITION AND TRANSPORTATION	7,188.08	7,188.08
1629123	Houchen Bindery Ltd	03/20/2018	Houchen Bindery, Textbook and Library Book repair	173.00	173.00
1629124	Iasa	03/20/2018	ESSA Workshop; 2 staff	90.00	90.00
1629125	IL OFFICE OF STATE FI	03/20/2018	BOILER CERTIFICATES	140.00	140.00
1629126	Illinois Central Rail	03/20/2018	4/1/18-3/31/19 LAND LEASE	259.18	259.18
1629127	ILLINOIS CENTRAL SCHO	03/20/2018	JANUARY 2018 BOYS BASKETBALL TRANSPORTATION JAN 2018 BOYS SWIM TRANSPORTATION JANUARY 2018 CHEERLEADING TRANSPORTATION JAN 2018 DANCE TRANSPORTATION JAN 2018 GIRLS BASKETBALL TRANSPORTATION JANUARY 2018 WRESTLING TRANSPORTATION FEBRUARY 2018	918.89 750.01 1,067.68 448.59 1,344.24 571.00 70,582.68	76,734.96

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			STUDENT BUSSING COD DAYCARE FT; BAUER; 2/23/18	140.88	
			KENSINGTON SCHOOL; CHILD DEV FT; BAUER; 2/5/18	164.19	
			FEB 2018 MATH	395.77	
			TEAM FIELD TRIPS CAROL STREAM WATER RECLAMATION AND SAM RHINE FIELD TRIPS; FEB 2018	351.03	
1629128	In the Swim	03/20/2018	POOL SUPPLIES	55.98	115.42
			POOL SUPPLIES	59.44	
1629129	Integrated Systems Co	03/20/2018	MARCH 2018 SKYWARD SUBSCRIPTION	525.00	525.00
1629130	IPMG Employee Benefi	03/20/2018	MARCH 2018 FLEXIBLE SPENDING	350.00	350.00
1629131	JW Pepper	03/20/2018	INSTRUCTIONAL SUPPLIES; MUSIC New Music Purchase	70.99 214.99	285.98
1629132	Karl, Therese	03/20/2018	2/1/18-2/15/18 MILEAGE; HMBD TUTORS 2/16/18-2/28/18 MILEAGE; HMBD TUTORS	91.56 76.30	167.86
1629133	Kempski, Nick	03/20/2018	AVID CONFERENCE AIRLINE TICKETS; 4 STAFF	1,435.85	1,435.85

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629134	Kirhofer's Sports	03/20/2018	Misc Athletic equipment 2017-18 BASKETBALLS TRACK COMPRESSION SHORTS	1,409.00 90.00 168.00	1,667.00
1629135	Language Testing Inte	03/20/2018	BILINGUAL PROFICIENCY EXAM Bilingual proficiency exam balance	680.00 20.00	700.00
1629136	Linden Oaks Tutoring	03/20/2018	OCTOBER 2017 TUTORING; 1 STUDENT NOVEMBER 2017 TUTORING; 1 STUDENT	117.00 234.00	351.00
1629137	Little Friends Inc	03/20/2018	FEBRUARY 2018 TUITION; 1 STUDENT	4,467.77	4,467.77
1629138	LJ Morse Construction	03/20/2018	2018 GENERAL REMODELING; PAY REQ #2	55,170.00	55,170.00
1629139	Marklund at Mill Cree	03/20/2018	FEBRUARY 2018 TUITION; 1 STUDENT	8,950.00	8,950.00
1629140	Master Teacher	03/20/2018	PARAEDUCATOR PD NOW SUBSCRIPTION	3,360.00	3,360.00
1629141	McMaster Carr Supply	03/20/2018	MISC BUILDING HARDWARE SUPPLIES MECHANICAL SUPPLIES	248.15 203.87	452.02
1629142	Medco Supply Company	03/20/2018	ATHLETIC TRAINER SUPPLIES	39.18	109.18

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			GATORADE REFUEL AND RESTORE	70.00	
1629143	Menards	03/20/2018	DRIVEWAY MARKERS	48.01	1,181.70
			SET SUPPLIES AND PROPS FOR 2017/18 DRAMA	58.45	
			SET SUPPLIES AND PROPS FOR 2017/18 DRAMA	70.53	
			SET SUPPLIES AND PROPS FOR 2017/18 DRAMA	515.02	
			MISC BUILDING	121.44	
			HARDWARE SUPPLIES		
			SET SUPPLIES AND PROPS FOR 2017/18 DRAMA	15.47	
			SET SUPPLIES AND PROPS FOR 2017/18 DRAMA	45.00	
			SET SUPPLIES AND PROPS FOR 2017/18 DRAMA	180.30	
			SET SUPPLIES AND PROPS FOR 2017/18 DRAMA	127.48	
1629144	Mendoza, Salvador	03/20/2018	REGISTRATION	94.00	94.00
			REFUND; ID #39305		
1629145	Monograms Of Distinct	03/20/2018	BABY	50.45	50.45
			CONGRATULATIONS; COUNSELING		
1629146	Moore, Cheryl	03/20/2018	ISU JOB FAIR	139.52	139.52
			MILEAGE		

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629147	Murphy, Hank	03/20/2018	INSTRUCTIONAL SUPPLY; HONORS BIOLOGY	25.44	25.44
1629148	Murphy Ace Hardware 2	03/20/2018	MISC BUILDING HARDWARE SUPPLY MISC BUILDING HARDWARE SUPPLIES MISC BUILDING HARDWARE SUPPLIES MISC BUILDING HARDWARE SUPPLIES PAINTING SUPPLIES KEYS MISC BUILDING HARDWARE SUPPLIES MISC BUILDING HARDWARE SUPPLIES	45.40 16.72 79.12 46.38 30.33 11.59 40.00 90.00	359.54
1629149	Nasco	03/20/2018	Supplies for Ceramics and Digital Photo. Supplies for Ceramics and Digital Photo.	1,272.48 51.36	1,323.84
1629150	National School Board	03/20/2018	NSBA Annual Conference Workshop and Hispanic Council Luncheon registration for Board member Ruben Campos NSBA Annual Hispanic Council	270.00 75.00	345.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			Luncheon registration for spouse of Board member Ruben Campos (D94 to be reimbursed by Board member)		
1629151	National Lift Truck I	03/20/2018	FORKLIFT MAINTENANCE	278.99	278.99
1629152	Neuco Inc	03/20/2018	MECHANICAL SUPPLIES MECHANICAL SUPPLIES	303.60 27.00	330.60
1629153	Nicor Gas Bill Paymen	03/20/2018	2/2/18-3/5/18 NATURAL GAS; DISTRICT OFFICE 2/2/18-3/6/18 NATURAL GAS; GARAGE FEBRUARY 2018 TRANSPORTATION CHGS	537.74 595.19 3,927.58	5,060.51
1629154	Vendor Continued Void	03/20/2018			0.00
1629155	Office Depot	03/20/2018	Miscellaneous Office Supplies Miscellaneous Office Supplies Miscellaneous Office Supplies office supplies-binders, cardstock, pens, pencils,	26.60 41.52 23.18 248.47	1,488.00

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			flashdrives, post-it notes, sharpies office	19.69	
			supplies-binders, cardstock, pens, pencils, flashdrives, post-it notes, sharpies office	27.88	
			supplies-binders, cardstock, pens, pencils, flashdrives, post-it notes, sharpies Office and teaching supplies	320.83	
			Supplies for Study Skills	232.80	
			Supplies for Study Skills	172.79	
			Presentation clickers for classrooms	93.48	
			photo paper and staples; misc office supply for Art and Social Studies	73.40	
			photo paper and staples; misc	15.96	

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			office supply for Art and Social Studies		
			Office supplies for Counseling Office	26.86	
			Office supplies for Counseling Office	164.54	
1629156	OFFICECRAVE.COM	03/20/2018	Personal Hygiene Products	675.86	675.86
1629157	Ombudsman Ed Services	03/20/2018	ADDITIONAL FEB 2018 TUITION	750.00	750.00
1629158	Otis Elevator Co	03/20/2018	3/1/18-5/31/18 CONTRACT SVC	1,032.12	1,032.12
1629159	PACTT Learning Center	03/20/2018	FEBRUARY 2018 TUITION; 1 STUDENT	4,093.92	4,093.92
1629160	Paddock Publications	03/20/2018	INVITATION TO BID; TENNIS	79.35	79.35
1629161	PAHCS II/Northwestern	03/20/2018	BOARD REQUIRED PHYSICALS; 2/8/18	170.48	343.74
			BOARD REQUIRED PHYSICALS; 2/12/18	86.63	
			BOARD REQUIRED PHYSICALS; 2/22/18	86.63	
1629162	PATER, DAVID	03/20/2018	AVID CONFERENCE AIRLINE TICKETS; 3 STAFF	959.10	959.10
1629163	PEAPOD LLC/Billing	03/20/2018	INSTRUCTIONAL SUPPLIES; FACS	212.86	588.91

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			INSTRUCTIONAL SUPPLIES; FACS	376.05	
1629164	Pearson Education	03/20/2018	MAP1 Q-global Interactive Report; account #621868; for school psychologist	67.70	67.70
1629165	Plumb, Drew A	03/20/2018	SCIENCE LAB SUPPLIES	49.35	49.35
1629166	Purchase Advantage Ca	03/20/2018	INSTRUCTIONAL SUPPLIES; FACS	653.12	653.12
1629167	Purchase Advantage Ca	03/20/2018	FEBRUARY 2018 INSTRUCTIONAL SUPPLIES; SPED	347.53	347.53
1629168	Quest Management Serv	03/20/2018	BREAKFAST MEETING REFRESHMENTS	85.00	963.61
			SPEECH TOURNAMENT REFRESHMENTS	84.00	
			FEBRUARY 2018 MILK	794.61	
1629169	RAM Transport Inc	03/20/2018	FEBRUARY 2018 TRANSPORTATION; 1 STUDENT	2,850.00	2,850.00
1629170	Raymond James & Assoc	03/20/2018	DISSEMINATION SVCS FEE; F/Y ENDING 6/30/17	1,250.00	1,250.00
1629171	Reality Works	03/20/2018	Instructional Supplies; FACS	31.00	31.00
1629172	Revtrak Inc	03/20/2018	FEBRUARY 2018 BANK MERCHANT FEES	442.71	442.71
1629173	Sased	03/20/2018	JANUARY 2018	4,154.74	4,154.74

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629174	Schaus, Jon	03/20/2018	TRANSPORTATION 2017/2018 WRESTLING ASSIGNMENTS	153.36	153.36
1629175	Schoenbeck, Krysta	03/20/2018	BIOLOGY LAB INSTRUCTIONAL SUPPLIES	36.40	36.40
1629176	Seal Of Illinois	03/20/2018	FEBRUARY 2018 TUITION; 2 STUDENTS	8,180.64	8,180.64
1629177	Septran Inc	03/20/2018	FEBRUARY 2018 TRANSPORTATION	39,235.30	39,235.30
1629178	Singer, Adam	03/20/2018	PHYSICS LAB SUPPLIES PHYSICS LAB INSTRUCTIONAL SUPPLIES	61.82 17.72	79.54
1629179	Sladek, Christina	03/20/2018	PHYSICS LAB SUPPLIES	6.51	6.51
1629180	SPARE WHEELS TRANSPOR	03/20/2018	JANUARY 2018 TRANSPORTATION FEBRUARY 2018 TRANSPORTATION	1,920.00 2,160.00	4,080.00
1629181	SPECIAL EDUCATION SYS	03/20/2018	FEBRUARY 2018 TRANSPORTATION; 5 STUDENTS FEBRUARY 2018 TRANSPORTATION; 1 STUDENT FEBRUARY 2018 LIFE SKILLS TRANSPORTATION; 1 STUDENT	4,372.57 836.57 899.81	6,108.95

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
1629182	Sports Imports	03/20/2018	REPLACEMENT VOLLEYBALL EQUIPMENT	4,524.00	4,524.00
1629183	Steiner Electric Comp	03/20/2018	ELECTRICAL SUPPLIES	85.48	85.48
1629184	STREICHER, CASS	03/20/2018	Dual Credit Facilitation	1,470.00	1,470.00
1629185	TELESOLUTIONS CONSULT	03/20/2018	MARCH 2018 RETAINER FEE	275.00	275.00
1629186	TonerStore	03/20/2018	Toner	1,300.90	1,300.90
1629187	Tri-K Inc	03/20/2018	CUSTODIAL SUPPLIES	128.00	128.00
1629188	United States Postal	03/20/2018	March 2018 postage meter postage	2,600.00	2,600.00
1629189	Wards Natural Science	03/20/2018	Science-Dissection Order for all Biology classes (23 sections)	1,442.36	1,442.36
1629190	Warehouse Direct	03/20/2018	CUSTODIAL SUPPLIES CUSTODIAL SUPPLIES Retain Natural 1-Ply Multi Fold Paper Towels 9.25X9.5"; 250/16PKG Case; 25 cases Retain Natural 1-Ply Multi Fold Paper Towels 9.25X9.5";	20.00 33.00 247.50 96.25	552.49

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			250/16PKG Case; 25 cases CUSTODIAL SUPPLIES	155.74	
1629191	Waste Management West	03/20/2018	FEB 2018 REFUSE SVC	1,397.76	1,772.81
			MARCH 2018 RECYCLING	264.90	
			MARCH 2018 REFUSE; DISTRICT OFFICE	110.15	
1629192	WCCHS STUDENT ACTIVIT	03/20/2018	CHOIR-ORCHESTRA TOUR CC PAYMENTS; RECEIPTS 45563002 AND 45563004	1,284.39	1,284.39
1629193	Welch, Danielle	03/20/2018	9/17-12/17 MILEAGE ALLOWANCE	102.45	102.45
1629194	Wessels, Nora	03/20/2018	reimbursement for course fail and 8th grade open house	22.85	22.85
1629195	West Chicago Printing	03/20/2018	IHSA POSTERS	48.35	48.35
1629196	Wheaton Warrenville S	03/20/2018	Science Professional Development Fee for Modeling in Science Workshops at Wheaton Warrenville South HS on County Institute Day	300.00	300.00
1629197	Winfield Flower Shopp	03/20/2018	ATHLETIC AWARDS ATHLETIC AWARDS;	41.25 11.00	195.60

Check Number	Vendor Name	Check Date	Invoice Description	Invoice Amount	Check Amount
			SWIM TEAM		
			ATHLETIC AWARDS	38.50	
			STAFF SYMPATHY;	49.95	
			MIS		
			STAFF SYMPATHY;	54.90	
			SPECIAL ED		
1629198	WOLFE, MARC	03/20/2018	AIRFARE FOR AVID	370.96	370.96
			NATIONAL		
			CONFERENCE		
			6/11/18-6/14/18		
1629199	Zabelin, Donald	03/20/2018	JAN 2018-MAR 2018	785.52	785.52
			RETIREE HLTH		
			REIMBURSEMENT		
		148	Computer	Check(s) For a Total of	595,038.05

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	148	Computer	Checks For a Total of	595,038.05
Total For	148	Manual, Wire Tran, ACH & Computer	Checks	595,038.05
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	595,038.05

COMMUNITY HIGH SCHOOL DISTRICT NO. 94
 BOARD OF EDUCATION - BILL LISTING SUMMARY
 February 2018 Expenditures and March 20, 2018 Bill List

	(Taxes)Certificates Of Deposit, MM Dep. Purchased For The Month Of February-18	Net Payroll For The Month Of February-18	Operating Checks* Drawn During The Month Of February-18	Bill List Vouchers Paid In The Month Of February-18	Total	Bill List Vouchers Paid In The Month Of March-18
#10 EDUCATIONAL FUND	\$ 12.93	924,288.46	711,824.77	\$482,937.12	\$2,119,063.28	\$231,357.98
#20 OPERATIONS AND MAINTENANCE FUND	2.28	66,286.21	52,827.64	105,755.15	\$224,871.28	92,884.74
#30 DEBT SERVICES FUND	1.99				\$1.99	4,050.00
#40 TRANSPORTATION FUND	0.61			178,808.29	\$178,808.90	134,471.88
#50 ILLINOIS MUNICIPAL RETIREMENT FUND	0.30		41,224.48		\$41,224.78	
#51 SOCIAL SECURITY AND MEDICARE FUND	0.28		40,600.45		\$40,600.73	
#60 CAPITAL IMPROVEMENTS 2017		4,389.00	2,742.22	339,212.72	\$346,343.94	132,273.45
#65 CAPITAL IMPROVEMENTS					\$0.00	
#70 WORKING CASH FUND					\$0.00	
#80 TORT FUND	0.11			5,313.00	\$5,313.11	
TOTAL	\$ 18.50	\$994,963.67	\$849,219.56	\$1,112,026.28	\$2,956,228.01	\$595,038.05

* Payroll taxes, annuities, wage garnishments, insurance premiums, college savings plans
 TRS & IMRF pension contributions, charitable contributions, Imprest Fund & Petty Cash Fund
 reimbursement, lost & stale check replacement reviewed by Treasurer

The investments and payroll disbursements for the month of February 16, 2018 to March 14, 2018 to be paid February-18 and the regular accounts payable for the period March 20, 2018 Totaling: \$2,439,239.78.

I hereby certify that the expenditures listed as a part of this statement are legally payable from the budget category to which they are charged and are coded in conformance with the Illinois Office of Education Accounting Manual.

March 14, 2018
 Date

 Director of Business Services

TO THE TREASURER, COMMUNITY HIGH SCHOOL DISTRICT NO. 94, WEST CHICAGO, ILLINOIS

The Board of Education has approved the payment of the above listed invoices on this date and you are hereby authorized and directed to make payments thereof:

 Date

 President, Board of Education

 Secretary, Board of Education

ACCOUNT NUMBER	BATCH NUMBER	VENDOR	CHECK DATE	CHECK NUMBER	CHECK INVOICE DESCRIPTION	AMOUNT
10E100 1500 6410 00 000000	022718	Walter, Kevin	02/27/2018	1315280	SOCCER; DGN; 9/13/16; REPLACEMENT FOR CK #1314720	-57.00
10E100 1500 6410 00 000000	IP0202	Baughman, Mike	02/02/2018	1316181	BOYS SWIMMING; WINTER SPLASH; 1/27/18	135.00
10E072 2330 3500 00 000000	ip0202	DEPAUL UNIVERSITY	02/02/2018	1316182	Registration for 2018 Education Fair Consortium 3/1/18	199.00
10E100 1500 3191 00 000000	IP0202	Frump, Jerry	02/02/2018	1316183	BOYS BASKETBALL; EA; 1/26/18	65.00
10E100 1500 3191 00 000000	IP0202	Huster, Eric	02/02/2018	1316184	BOYS BASKETBALL; EA; 1/26/18	91.00
10E100 1500 3191 00 000000	IP0202	Jones, Jeremy	02/02/2018	1316185	BOYS BASKETBALL; EA; 1/26/18	65.00
10E100 1500 6410 00 000000	IP0202	Kazonovitz, Bruce	02/02/2018	1316186	BOYS SWIMMING; WINTER SPLASH; 1/27/18	135.00
10E100 1500 3191 00 000000	IP0202	Mandley, Eric	02/02/2018	1316187	BOYS BASKETBALL; EA; 1/26/18	65.00
10E100 1500 3191 00 000000	IP0202	NGO, TRI	02/02/2018	1316188	BOYS BASKETBALL; EA; 1/26/18	91.00
10E100 1500 3191 00 000000	IP0202	Pauls/official, Bob	02/02/2018	1316189	BOYS BASKETBALL; EA; 1/26/18	52.00
10E100 1500 3191 00 000000	IP0202	PHILLIPS, JERRY	02/02/2018	1316190	GIRLS BASKETBALL; ACC; 1/29/18	52.00
10E100 1500 3191 00 000000	IP0202	Stanley, Michael	02/02/2018	1316191	GIRLS BASKETBALL; ACC; 1/29/18	52.00
10E100 1500 6410 00 000000	IP0202	Surch, Doug	02/02/2018	1316192	BOYS SWIMMING; WINTER SPLASH; 1/27/18	135.00
10E100 1500 3191 00 000000	IP0202	Tonielli, Saul	02/02/2018	1316193	BOYS BASKETBALL; EA; 1/26/18	52.00
10E100 1500 6410 00 000000	IP0205	Anderson, Mark	02/07/2018	1316194	BOYS SWIMMING; UEC CHAMPIONSHIPS; 2/3/18	225.00
20E000 2540 3401 00 000000	IP0207	At&t Long Distance	02/07/2018	1316195	DECEMBER 2017 LONG DISTANCE	77.73
10E100 1500 6410 00 000000	IP0205	Barbato, Emil	02/07/2018	1316196	BOYS SWIMMING; UEC CHAMPIONSHIPS; 2/3/18	225.00
10E100 1500 1504 00 000000	IP0207	Bruno, Patricia	02/07/2018	1316197	BOYS SWIMMING; SOUTH ELGIN; TIMER; 1/16/18	40.00
10E100 1500 6410 00 000000	IP0207	Bruno, Patricia	02/07/2018	1316197	BOYS SWIMMING; SPLASH INVITE; TIMER; 1/27/18	60.00
10E100 1500 1504 00 000000	IP0207	Cheehy, Tom	02/07/2018	1316198	GIRLS BASKETBALL; SOUTH ELGIN; BG BOARD; 1/18/18	40.00
10E100 1500 1504 00 000000	IP0207	Cheehy, Tom	02/07/2018	1316198	BOYS BASKETBALL; SOUTH ELGIN; BG BOARD; 1/19/18	40.00
10E100 1500 1504 00 000000	IP0207	Cheehy, Tom	02/07/2018	1316198	BOYS BASKETBALL; GLENBARD SOUTH; BG BOARD; 1/23/18	40.00
10E100 1500 1504 00 000000	IP0207	Cheehy, Tom	02/07/2018	1316198	GIRLS BASKETBALL; EAST AURORA; BG BOARD; 1/25/18	40.00

ACCOUNT	BATCH	CHECK	CHECK INVOICE	AMOUNT
NUMBER	NUMBER VENDOR	DATE	NUMBER DESCRIPTION	
10E100 1500 1504 00 000000	IP0207 Cheehy, Tom	02/07/2018	1316198 BOYS BASKETBALL; WEST AURORA; BG BOARD; 1/26/18	40.00
10E100 1500 3191 00 000000	IP0205 Costanzi, Tim	02/07/2018	1316199 GIRLS BASKETBALL; WA; 2/1/18	52.00
10E100 1500 3191 00 000000	IP0205 Folkerts, Roger	02/07/2018	1316200 BOYS BASKETBALL; WA; 2/2/18	52.00
10E100 1500 3191 00 000000	IP0205 Fonseca, Raimundo	02/07/2018	1316201 BOYS BASKETBALL; WA; 2/2/18	91.00
10E100 1500 3191 00 000000	IP0205 Galbary, Jim	02/07/2018	1316202 GIRLS BASKETBALL; WA; 2/1/18	65.00
10E100 1500 3191 00 000000	IP0205 Grant, Tim	02/07/2018	1316203 BOYS BASKETBALL; WA; 2/2/18	91.00
10E100 1500 3191 00 000000	IP0205 Guthrie, Mark	02/07/2018	1316204 BOYS BASKETBALL; WA; 2/2/18	65.00
10E100 1500 3191 00 000000	IP0207 Hobscheid, John	02/07/2018	1316205 BOYS BASKETBALL; GN; 2/5/18	91.00
10E100 1500 1504 00 000000	IP0207 Hummer, Randy	02/07/2018	1316206 BOYS SWIMMING; ELGIN; COMPUTER; 1/18/18	40.00
10E100 1500 6410 00 000000	IP0207 Hummer, Randy	02/07/2018	1316206 BOYS SWIMMING; SPLASH INVITE; COMPUTER; 1/27/18	60.00
10E100 1500 3191 00 000000	IP0207 Huster, Eric	02/07/2018	1316207 GIRLS BASKETBALL; GE; 2/6/18	52.00
10E100 1500 6410 00 000000	IP0207 Johnson, Dan	02/07/2018	1316208 BOYS SWIMMING; SPLASH INVITE; POOL ANNOUNCER; 1/27/18	60.00
10E100 1500 1504 00 000000	IP0207 Kimball, Jacob	02/07/2018	1316209 BOYS BASKETBALL; SOUTH ELGIN; BG ANNOUNCER; 1/19/18	40.00
10E100 1500 3191 00 000000	IP0205 LeBeau, Melissa	02/07/2018	1316210 GIRLS BASKETBALL; WA; 2/1/18	65.00
10E100 1500 3191 00 000000	IP0207 Liveris/official, Randy	02/07/2018	1316211 GIRLS BASKETBALL; GE; 2/6/18	65.00
10E100 1500 3191 00 000000	IP0207 Logan, Ashley	02/07/2018	1316212 GIRLS BASKETBALL; GE; 2/6/18	65.00
10E100 1500 3191 00 000000	IP0205 Manson, Michael	02/07/2018	1316213 GIRLS BASKETBALL; WA; 2/1/18	52.00
10E100 1500 6410 00 000000	IP0205 Myer/official, Nancy	02/07/2018	1316214 BOYS SWIMMING; UEC CHAMPIONSHIPS; 2/3/18	225.00
10E100 1500 3191 00 000000	IP0205 Myles, Jeffrey	02/07/2018	1316215 BOYS BASKETBALL; WA; 2/2/18	65.00
10E100 1500 3191 00 000000	IP0205 NGO, TRI	02/07/2018	1316216 GIRLS BASKETBALL; WA; 2/1/18	52.00
10E100 1500 3191 00 000000	IP0207 O'Donnell, Bill	02/07/2018	1316217 BOYS BASKETBALL; GN; 2/5/18	91.00
10E100 1500 3191 00 000000	IP0205 Ochoa, Craig	02/07/2018	1316218 GIRLS BASKETBALL; WA; 2/1/18	65.00
10E100 1500 1504 00 000000	IP0207 Opoka, Brian	02/07/2018	1316219 GIRLS BASKETBALL; EAST AURORA; BG ANNOUNCER; 1/25/18	40.00
10E100 1500 3191 00 000000	IP0207 Piper/official, Roger	02/07/2018	1316220 GIRLS BASKETBALL; GE; 2/6/18	52.00
10E100 1500 3191 00 000000	IP0207 Sipes/official, Timothy	02/07/2018	1316221 GIRLS BASKETBALL; 2/6/18; GE	52.00
10E100 1500 3191 00 000000	IP0205 Stebbins, Mike	02/07/2018	1316222 BOYS BASKETBALL; WA; 2/2/18	52.00
10E100 1500 1504 00 000000	IP0207 Stone, Brian	02/07/2018	1316223 GIRLS BASKETBALL SOUTH ELGIN; FOUL BOARD; 1/18/18	40.00
10E100 1500 1504 00 000000	IP0207 Stone, Brian	02/07/2018	1316223 BOYS BASKETBALL; SOUTH ELGIN; FOUL BOARD; 1/19/18	40.00
10E100 1500 1504 00 000000	IP0207 Stone, Brian	02/07/2018	1316223 BOYS BASKETBALL; GLENBARD SOUTH; FOUL BOARD; 1/23/18	40.00

ACCOUNT NUMBER	BATCH NUMBER	VENDOR	CHECK DATE	CHECK NUMBER	INVOICE DESCRIPTION	AMOUNT
10E100 1500 1504 00 000000	IP0207	Stone, Brian	02/07/2018	1316223	GIRLS BASKETBALL; EAST AURORA; FOUL BOARD; 1/25/18	40.00
10E100 1500 1504 00 000000	IP0207	Stone, Brian	02/07/2018	1316223	BOYS BASKETBALL; WEST AURORA; FOUL BOARD; 1/26/18	40.00
10E100 1500 1504 00 000000	IP0207	Tiberi, Dean	02/07/2018	1316224	BOYS BASKETBALL; GLENBARD SOUTH; BG ANNOUNCER; 1/23/18	40.00
10E100 1500 1504 00 000000	IP0207	Tiberi, Dean	02/07/2018	1316224	BOYS BASKETBALL; WEST AURORA; BG ANNOUNCER; 1/26/18	40.00
10E100 1500 3191 00 000000	ip0207	Visconti, Frank	02/07/2018	1316225	GIRLS BASKETBALL; GE; 2/6/18	65.00
10E100 1500 3191 00 000000	IP0207	Vruno, Joe	02/07/2018	1316226	GIRLS BASKETBALL; GE; 2/6/18	52.00
10E100 1500 3191 00 000000	IP0205	Weber, Tim	02/07/2018	1316227	GIRLS BASKETBALL; WA; 2/1/18	52.00
10E100 1500 3191 00 000000	IP0205	Wrona, Bob	02/07/2018	1316228	BOYS BASKETBALL; WA; 2/2/18	65.00
10E100 1500 3191 00 000000	IP0214	Bachar, Gary	02/14/2018	1316229	GLENBARD NORTH; BOYS BASKETBALL; 2/14/18	91.00
10E100 1500 3191 00 000000	IP0214	Effinger/official, Jim	02/14/2018	1316230	GIRLS TRACK; TRI-INDOOR MEET; 2/13/18	91.00
10E100 1500 3191 00 000000	IP0214	Gehl, Mark	02/14/2018	1316231	BOYS BASKETBALL; SOPH VS FROSH A; 2/10/18	52.00
10E100 1500 6430 00 000000	ip0214	Grayslake North High School	02/14/2018	1316232	Cheer comp 1/13/18	175.00
10E100 1500 3191 00 000000	IP0214	Massengale, Carvel	02/14/2018	1316233	BOYS BASKETBALL; DOUGLASS; 2/10/18	65.00
10E100 1500 3191 00 000000	IP0214	McClenning, Steve	02/14/2018	1316234	BOYS BASKETBALL; GLENBARD NORTH; 2/14/18	91.00
10E062 2210 3110 00 000000	IP0214	Naperville Central High School	02/14/2018	1316235	REGISTRATION FOR 12 TEACHERS; COUNTY-WIDE INSTITUTE DAY; 3/2/18	480.00
10E100 1500 6430 00 000000	ip0214	Proviso West High School	02/14/2018	1316236	B and G track meet 2/10/18	200.00
10E100 1500 3191 00 000000	IP0214	Rocha, Jesse	02/14/2018	1316237	GIRLS TRACK; TRI-INDOOR MEET; 2/13/18	91.00
10E022 1220 3193 00 000000	IP0214	SECRETARY OF STATE/SAFE RIDE S	02/14/2018	1316238	BUS DRIVER PERMIT FEE; 1 STAFF MEMBER	4.00
10E100 1500 3191 00 000000	IP0214	Shelton, John	02/14/2018	1316239	BOYS BASKETBALL; DOUGLASS; 2/10/18	65.00
10E100 1500 3191 00 000000	IP0214	Talkington, Kevin	02/14/2018	1316240	BOYS BASKETBALL; SOPH VS FROSH A; 2/10/18	52.00
10E100 1500 3191 00 000000	IP0214	Vandermoon, Scott	02/14/2018	1316241	BOYS BASKETBALL; DOUGLASS; 2/10/18	65.00
10E930 2210 3190 00 930000	ip0214	Wheaton North High School	02/14/2018	1316242	3/2/18 COUNTY-WIDE INSTITUTE DAY; 8 SPECIAL EDUCATION	280.00

ACCOUNT NUMBER	BATCH NUMBER	VENDOR	CHECK DATE	CHECK NUMBER	INVOICE DESCRIPTION	AMOUNT
					TEACHERS	
10E006 1130 4050 00 000000	ip0214	Wheaton North High School	02/14/2018	1316242	Celebrating Language Arts; COUNTY-WIDE Institute Day; 3/2/18	525.00
10E104 1501 4050 00 000000	IP0216	BPA Illinois Assoc	02/16/2018	1316243	STATE CONFERENCE REGISTRATION; 2 STAFF	122.00
10E100 1500 6430 00 000000	IP0220	Argo Community High School	02/20/2018	1316244	G track invite 2/24/18	250.00
10E003 1130 4050 00 000000	IP0220	Blick Art Materials	02/20/2018	1316245	2nd semester Drawing, 3D, and Studio Art materials	13.69
10E100 1500 1504 00 000000	IP0220	Cheehy, Tom	02/20/2018	1316246	GIRLS BASKETBALL; WEST AURORA; 2/1/18; BG BOARD	40.00
10E100 1500 1504 00 000000	IP0220	Cheehy, Tom	02/20/2018	1316246	BOYS BASKETBALL; WEST AURORA; 2/2/18; BG BOARD	40.00
10E100 1500 1504 00 000000	IP0220	Cheehy, Tom	02/20/2018	1316246	GIRLS BASKETBALL; GLENBARD EAST; 2/6/18; BG BOARD	40.00
10E100 1500 1504 00 000000	IP0220	Cheehy, Tom	02/20/2018	1316246	BOYS BASKETBALL; DOUGLASS; 2/10/18; BG BOARD	40.00
10E100 1500 3191 00 000000	IP0220	Cook, James	02/20/2018	1316247	BOYS BASKETBALL; GE; 2/16/18	65.00
10E062 2210 3110 00 000000	IP0220	Directors Of Counseling & Stud	02/20/2018	1316248	Check for registration for Counseling event	160.00
10E104 1501 4050 00 000000	IP0220	Double Tree Chicago-Oakbrook	02/20/2018	1316249	BPA STATE CONFERENCE LODGING; 2 STAFF MEMBERS	279.40
10E100 1500 6430 00 000000	IP0220	Downers Grove South High Schoo	02/20/2018	1316250	B track invite 3/5/18	200.00
10E100 1500 6420 00 000000	IP0220	Evanston Twp High School	02/20/2018	1316251	IHSA State swim tickets admission; 5	100.00
10E100 1500 3191 00 000000	IP0220	Garrison, Steve	02/20/2018	1316252	BOYS BASKETBALL; GE; 2/16/18	91.00
10E100 1500 6430 00 000000	IP0220	Glenbard North High School	02/20/2018	1316253	B track invt 3/2/18	275.00
10E100 1500 6430 00 000000	IP0220	Glenbrook South High School	02/20/2018	1316254	B track invite 2/24/18	250.00
10E100 1500 3191 00 000000	IP0220	Grant, Tim	02/20/2018	1316255	BOYS BASKETBALL; GE; 2/16/18	52.00
10E100 1500 6420 00 000000	IP0220	Hampton Inn	02/20/2018	1316256	BOYS SWIMMING COMPETITION LODGING; 2/23/18; 2 ROOMS	306.87
10E100 1500 6410 00 000000	IP0220	Hummer, Randy	02/20/2018	1316257	UEC BOYS SWIMMING CHAMPIONSHIPS; COMPUTER; 2/3/18	80.00
10E100 1500 1504 00 000000	IP0220	Kimball, Jacob	02/20/2018	1316258	BOYS BASKETBALL; WEST AURORA; 2/2/18; BG ANNOUNCER	40.00
10E100 1500 1504 00 000000	IP0220	Kimball, Jacob	02/20/2018	1316258	BOYS BASKETBALL; DOUGLASS; 2/10/18; BG ANNOUNCER	40.00
10E100 1500 6420 00 000000	IP0220	Luedtke, Nicole	02/20/2018	1316259	Meal money for state boys	100.00

ACCOUNT NUMBER	BATCH NUMBER	VENDOR	CHECK DATE	CHECK NUMBER	INVOICE DESCRIPTION	AMOUNT
					swim trn 2/24/18	
10E003 1130 4050 00 000000	IP0220	Menards	02/20/2018	1316260	INSTRUCTIONAL SUPPLIES; ART	22.79
10E100 1500 3191 00 000000	IP0220	Mercardo, Richard	02/20/2018	1316261	BOYS BASKETBALL; GE; 2/16/18	91.00
10E100 1500 1504 00 000000	IP0220	Opoka, Brian	02/20/2018	1316262	GIRLS BASKETBALL; WEST AURORA; 2/1/18; BG ANNOUNCER	40.00
10E100 1500 3191 00 000000	IP0220	Otterby/official, Jeff	02/20/2018	1316263	BOYS BASKETBALL; GE; 2/16/18	65.00
10E100 1500 6430 00 000000	IP0220	Rantoul Township High School	02/20/2018	1316264	G track invite 3/10/18	250.00
10E100 1500 3191 00 000000	IP0220	Scott, Jacob	02/20/2018	1316265	BOYS BASKETBALL; GE; 2/16/18	52.00
10E100 1500 3191 00 000000	IP0220	Seiple, Bill	02/20/2018	1316266	BOYS BASKETBALL; GE; 2/16/18	65.00
10E100 1500 1504 00 000000	IP0220	Stone, Brian	02/20/2018	1316267	GIRLS BASKETBALL; WEST AURORA; 2/1/18; FOUL BOARD	40.00
10E100 1500 1504 00 000000	IP0220	Stone, Brian	02/20/2018	1316267	BOYS BASKETBALL; WEST AURORA; 2/2/18; FOUL BOARD	40.00
10E100 1500 1504 00 000000	IP0220	Stone, Brian	02/20/2018	1316267	GIRLS BASKETBALL; GLENBARD EAST; 2/6/18; FOUL BOARD	40.00
10E100 1500 1504 00 000000	IP0220	Stone, Brian	02/20/2018	1316267	BOYS BASKETBALL; DOUGLASS; 2/10/18; FOUL BOARD	40.00
20E000 2540 3401 00 000000	IP0220	VERIZON WIRELESS	02/20/2018	1316268	2/8/18-3/7/18 CELL PHONE; SUPT	177.66
10E070 2410 3410 00 000000	IP0220	WEST CHICAGO POST OFFICE	02/20/2018	1316269	SEMESTER 1 GRADE MAILERS	961.86
10E070 2410 3410 00 000000	IP0221	WEST CHICAGO POST OFFICE	02/21/2018	1316270	BALANCE OF POSTAGE FOR 2ND SEMESTER PROGRESS 1 GRADE MAILERS; POSTAGE INCREASE OF \$.01; JAN 2018	20.91
10E006 1130 6450 00 000000	ip0223	Bartlett High School	02/23/2018	1316271	Metro English Leaders Spring Professional Development Attn: Adele Dalessandro	60.00
10E100 1500 3191 00 000000	IP0223	Effinger/official, Jim	02/23/2018	1316272	BOYS TRACK; WA; ELGIN INDOOR; 2/20/18	91.00
10E009 1130 6450 00 000000	ip0223	Naperville Central High School	02/23/2018	1316273	Registration fees for County Wide Institute Day. DVC Math Conference. 10 teachers @ \$25 each	250.00
10R000 1790 0000 00 010000	IP0223	Patel, Yoginy	02/23/2018	1316274	ATHLETIC FEE REFUND; ID #39361	100.00
10E100 1500 3191 00 000000	IP0223	Rocha, Jesse	02/23/2018	1316275	BOYS TRACK; WA; ELGIN INDOOR; 2/20/18	91.00
10E100 1500 6410 00 000000	IP0227	LAKE PARK HIGH SCHOOL DIST 108	02/27/2018	1316276	CP/GI ENTRY FEES	150.00
10E100 1500 6430 00 000000	ip0227	McHenry Community High School	02/27/2018	1316277	Wrest f/s 12/2/17	315.00

ACCOUNT	BATCH	CHECK	CHECK INVOICE	AMOUNT
NUMBER	NUMBER VENDOR	DATE	NUMBER DESCRIPTION	
20E000 2542 4140 00 000000	IP0227 Ricmar Industries	02/27/2018	1316278 CUSTODIAL SUPPLIES	31.62
20E000 2542 4140 00 000000	IP0227 Ricmar Industries	02/27/2018	1316278 SALT REMOVER	444.89
Totals for checks				12,525.42

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	ED FUND	0.00	100.00	11,693.52	11,793.52
20	OPER & MAINT	0.00	0.00	731.90	731.90
***	Fund Summary Totals ***	0.00	100.00	12,425.42	12,525.42

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

**COMMUNITY HIGH SCHOOL
DISTRICT 94
West Chicago, Illinois**

**TREASURER'S REPORT
FOR MONTH ENDING FEBRUARY 2018**

FUND	CASH BALANCE Thru 1/31/2018	RECEIPTS February 2018	DISBURSEMENTS February 2018	CASH BALANCE Thru 2/28/2018	INVESTMENTS AT COST Thru 2/28/2017
EDUCATIONAL	\$ (1,311,624.44)	\$ 2,771,819.43	\$ 2,119,592.43	\$ (659,397.44)	\$ 7,974,774.36
OPERATIONS & MAINTENANCE	\$ (299,110.71)	\$ 9,497.33	\$ 223,859.41	\$ (513,472.79)	\$ 2,138,903.61
DEBT SERVICES	\$ 903,563.70	\$ 1.99	\$ 1.99	\$ 903,563.70	\$ 790,205.83
TRANSPORTATION	\$ 1,430.78	\$ 146,893.99	\$ 178,808.90	\$ (30,484.13)	\$ 724,667.72
I.M.R.F.	\$ 916.22	\$ 0.30	\$ 41,081.65	\$ (40,165.13)	\$ 184,297.45
SOCIAL SECURITY/MEDICARE	\$ (13,821.90)	\$ 0.28	\$ 40,264.73	\$ (54,086.35)	\$ 131,615.13
CAPITAL IMPROVEMENTS 2017	\$ (327,284.31)	\$ -	\$ 347,355.72	\$ (674,640.03)	\$ 9,254,586.97
CAP IMPROVEMENTS	\$ (14,424.18)	\$ -	\$ -	\$ (14,424.18)	\$ 1,188.22
WORKING CASH	\$ 1,168,766.17	\$ -	\$ -	\$ 1,168,766.17	\$ 907,667.77
TORT	\$ 99,346.27	\$ 0.11	\$ 5,313.11	\$ 94,033.27	\$ 103,822.69
TOTAL	\$ 207,757.60	\$ 2,928,213.43	\$ 2,956,277.94	\$ 179,693.09	\$22,211,729.75
Monthly Invest. Int., Adj. & Fees/YTD Interest thru 2/28/18 <i>(included in revenue and investment totals)</i>	\$ 454,988.89	28,159.41	-		\$ 483,148.30
PLUS INVESTMENTS				\$22,211,729.75	
TOTAL YEAR-TO-DATE CASH AND INVESTMENTS AS OF FEBRUARY 28, 2018				\$ 22,391,422.84	

Kevin Kotche, Treasurer

Date

**COMMUNITY HIGH SCHOOL DISTRICT 94
STATEMENT OF POSITION
FINANCIAL REPORT
FOR PERIOD ENDING FEBRUARY 28, 2018**

Percent of Fiscal Year Complete: 66.67

ASSETS	IMPREST, PETTY CASH & SCHLSHP	CASH BALANCES	INVESTMENT BALANCES	ACCOUNTS RECEIVABLE	AUDIT ENTRY	TOTAL ASSETS
EDUCATIONAL	16,438	(659,397)	7,974,774			7,331,815
OPERATIONS & MAINTENANCE		(513,473)	2,138,904			1,625,431
DEBT SERVICES		903,564	790,206			1,693,770
TRANSPORTATION		(30,484)	724,668			694,183
MUNICIPAL RETIREMENT		(40,165)	184,297			144,132
SOCIAL SECURITY/MEDICARE		(54,086)	131,615			77,529
CAPITAL IMPROVEMENTS 2017		(674,640)	9,254,587	4,599		8,584,546
CAPITAL IMPROVEMENTS		(14,424)	1,188			(13,236)
WORKING CASH		1,168,766	907,668			2,076,434
TORT		94,033	103,823			197,856
TOTAL	16,438	179,693	22,211,730	4,599	-	22,412,460

LIABILITIES AND FUND EQUITY	TAX WARRENTS	ACCOUNTS PAYABLE	ENCUMBERED PAYABLES	OTHER PAYABLES	FUND EQUITY	TOTAL LIABILITY AND FUND EQUITY
EDUCATIONAL		(20,817)	231,358		7,121,274	7,331,815
OPERATIONS & MAINTENANCE		52,015	92,885		1,480,531	1,625,431
DEBT SERVICES			4,050		1,689,720	1,693,770
TRANSPORTATION			134,472		559,711	694,183
MUNICIPAL RETIREMENT					144,132	144,132
SOCIAL SECURITY/MEDICARE		(235)			77,764	77,529
CAPITAL IMPROVEMENTS 2017		(51,096)	132,273		8,503,368	8,584,546
CAPITAL IMPROVEMENTS					(13,236)	(13,236)
WORKING CASH					2,076,434	2,076,434
TORT					197,856	197,856
TOTAL	-	(20,133)	595,038	-	21,837,554	22,412,460

RECEIPTS	BUDGET 2017 - 2018	CURRENT REVENUES	Y.T.D. REVENUES	OTHER RECEIPTS	UNREALIZED BALANCE	PERCENT REALIZED
EDUCATIONAL	24,031,122	485,636	13,083,197		10,947,924	54.44%
OPERATIONS & MAINTENANCE	3,260,221	5,697	1,621,423		1,638,798	49.73%
DEBT SERVICES	2,779,909	99	1,464,797		1,315,112	52.69%
TRANSPORTATION	1,519,072	146,877	850,470		668,602	55.99%
MUNICIPAL RETIREMENT	497,528	0	234,493		263,035	47.13%
SOCIAL SECURITY/MEDICARE	473,406	0	227,777		245,629	48.11%
CAPITAL IMPROVEMENTS 2017	9,203,000	9,333	9,428,036		(225,036)	102.45%
CAPITAL IMPROVEMENTS	-	-	49,341		(49,341)	0.54%
WORKING CASH	2,500	823	6,986		(4,486)	279.43%
TORT	158,513	0	97,131		61,381	61.28%
TOTAL	41,925,270	648,467	27,063,652	-	14,861,618	64.55%

DISBURSEMENTS	BUDGET 2017 - 2018	CURRENT EXPENDITURES	Y.T.D. EXPENDITURES	CURRENT ENCUMBERED	UNENCUMBERED BALANCE	PERCENT ENCUMBERED
EDUCATIONAL	24,019,888	2,117,612	16,545,521	231,358	7,243,009	68.88%
OPERATIONS & MAINTENANCE	3,257,840	219,914	2,036,100	92,885	1,128,856	62.50%
DEBT SERVICES	2,737,500	-	2,831,447	4,050	(97,997)	103.43%
TRANSPORTATION	1,492,750	178,682	759,015	134,472	599,263	50.85%
MUNICIPAL RETIREMENT	493,516	41,081	312,722		180,794	63.37%
SOCIAL SECURITY/MEDICARE	466,573	40,264	317,120		149,454	67.97%
CAPITAL IMPROVEMENTS 2017	8,000,000	348,736	856,176	132,273	7,011,551	10.70%
CAPITAL IMPROVEMENTS	-	-	10,850		(10,850)	0.14%
WORKING CASH	2,500	-	-		2,500	0.00%
TORT	267,975	5,313	217,836		50,139	81.29%
TOTAL	40,738,542	2,951,603	23,886,785	595,038	16,256,719	58.63%

FUND BALANCE	JULY 1 EQUITY	YEAR-TO-DATE RECEIPTS	YEAR-TO-DATE EXPENDITURES	CURRENT ENCUMBERED	OTHER ACTIVITY	*CURRENT EQUITY
EDUCATIONAL	10,814,955	13,083,197	16,545,521	231,358		7,121,274
OPERATIONS & MAINTENANCE	1,988,093	1,621,423	2,036,100	92,885		1,480,531
DEBT SERVICES	3,060,419	1,464,797	2,831,447	4,050		1,689,720
TRANSPORTATION	602,728	850,470	759,015	134,472		559,711
MUNICIPAL RETIREMENT	222,362	234,493	312,722			144,132
SOCIAL SECURITY/MEDICARE	167,107	227,777	317,120			77,764
CAP IMPROVEMENTS 2017	-	9,428,036	856,176	132,273		8,439,586
CAPITAL IMPROVEMENTS	12,055	49,341	10,850			50,546
WORKING CASH	2,069,448	6,986	-			2,076,434
TORT	318,560	97,131	217,836			197,856
TOTAL	19,255,728	27,063,652	23,886,785	595,038		21,837,554

COMMUNITY HIGH SCHOOL DISTRICT 94
STATEMENT OF REVENUE AND EXPENDITURES
YTD ENDING
FEBRUARY 28, 2018

PERCENT OF FISCAL YEAR COMPLETED:66.67

DISTRICT 94 REVENUE & EXPENDITURE REPORT

FEBRUARY 28, 2018

FUND

BEGINNING FUND BALANCE

EDUCATION	O & M	DEBT SVC	TRANSP	IMRF	SSM	ALL CAP IMPRV	WRK CASH	TORT	TOTAL ALL
\$ 10,814,955	\$ 1,988,093	\$ 3,060,419	\$ 602,728	\$ 222,362	\$ 167,107	\$ 12,055	\$ 2,069,448	\$ 318,560	\$ 19,255,728

REVENUE BUDGET

\$ 24,031,122	\$ 3,260,221	\$ 2,779,909	\$ 1,519,072	\$ 497,528	\$ 473,406	\$ 9,203,000	\$ 2,500	\$ 158,513	\$ 41,925,270
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RECEIPTS

1. CORPORATE P. P. REPLACEMENT TAX
2. SUMMER PROGRAM FEES
3. EARNINGS ON TAXES/ INVESTMENTS
4. BOND PRINCIPAL AND INTEREST 2017
5. PUPIL & COMMUNITY SERVICES
6. FACILITY RENTALS
7. IMPACT FEES/P.U.D/LAND CASH DONATE
8. STATE AID
9. STATE/ CATEGORICAL AID /GRANTS FY18
10. ARRA AID/ARRA FEDERAL FUNDING
11. FEDERAL AID/GRANTS FY18 LATE PMTS
12. PROPERTY TAXES - ED. FUND-TORT
13. PROPERTY TAXES - SPEC'L EDUCATION
14. PERMANENT TRANSFER OF INTEREST/EQ
15. CURRENT YEAR LEVY-ADVANCED TAXES
16. FLOW-THRU/VENDOR REVENUE/MISC REV

\$ 206,976	\$ 19,860		\$ 13,762	\$ 31,304	\$ 37,553	\$ 117,233		\$ 19,555	446,242
32,879									32,879
73,035	9,032	6,244	3,185	943	296	8	6,986	54	99,782
		95,902					9,333,536		9,429,438
804,899									804,899
	29,479								29,479
						26,600			26,600
1,667,637									1,667,637
809,514			415,130						1,224,644
594,607									594,607
8,740,311	1,563,052	1,362,651	417,843	202,247	189,927			77,523	12,553,553
113,957									113,957
39,384				550					39,934

TOTAL REVENUE REALIZED

PERCENT REVENUE REALIZED (Actual/Budget)

\$ 13,083,197	\$ 1,621,423	\$ 1,464,797	\$ 850,470	\$ 234,493	\$ 227,777	\$ 9,477,377	\$ 6,986	\$ 97,131	\$ 27,063,652
54.44%	49.73%	52.69%	55.99%	47.13%	48.11%	102.98%	279.43%	61.28%	64.55%

EXPENDITURE BUDGET

\$ 24,019,888	\$ 3,257,840	\$ 2,737,500	\$ 1,492,750	\$ 493,516	\$ 466,573	\$ 8,000,000	\$ 2,500	\$ 267,975	\$ 40,738,542
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DISBURSEMENTS

1. SALARIES
2. BENEFITS
3. EMPLOYER IMRF
4. EMPLOYER FICA
5. EMPLOYER MEDICARE
6. PURCHASED SERVICES/CONTRACTS REG
7. PURCHASED SERVICES/MINI BUSES
8. PURCHASED SERVICES/SPECIAL ED
9. PURCHASED SERVICES/TCD
10. FUEL ADJ/EARLY DISMISSAL/FIELD TRIP
12. UNEMPLOYMENT INSURANCE
13. SCHOOL BOND FINANCIAL SERVICES
14. TREASURER BOND
15. WORKERS COMPENSATION
16. GENERAL LIABILITY INSURANCE
17. STUDENT ACCIDENT INSURANCE
18. UTILITIES
19. SUPPLIES & MATERIALS
20. TAX PAYMENTS
21. CAPITAL/NON-CAPITAL EQUIPMENT/FURN
22. CAPITAL CONTRACTS/ IMPROVEMENTS
23. CAPITAL LEASE EXPENSE
24. BOND INTEREST EXPENSE
25. DUES, FEES AND INVESTMENT COSTS
26. REDEMPTION OF PRINCIPAL
27. PERMANENT TRANSFERS - INTEREST/EQ
28. TUITION & SPEC ED COST/(TUITION RFND)
29. RETIREMENT BENEFITS/OTHER

\$ 10,158,086	\$ 811,855					\$ 13,375			10,983,316.25
2,576,572	169,135						1,863		2,747,570
				312,722					312,722
					166,790				166,790
					150,329				150,329
1,491,929	172,933		346,975			78,950			2,090,787
			333,416						333,416
			41,138						41,138
			37,485						37,485
								5,313	5,313
								11,265	11,265
								80,450	80,450
								119,486	119,486
								1,322	1,322
	444,541								444,541
367,685	131,341								499,026
308,899	304,714					772,838			1,386,451
	1,581								1,581
			161,328						161,328
75,624		119							75,743
		2,670,000							2,670,000
1,566,216									1,566,216
510									510

TOTAL EXPENDITURES DISBURSED

Encumbered Expenditures

PERCENT DISBURSED PLUS ENCUMBERED(Total/Budget)

\$ 16,545,521	\$ 2,036,100	\$ 2,831,447	\$ 759,015	\$ 312,722	\$ 317,120	\$ 867,026	\$ -	\$ 217,836	\$ 23,886,785
\$ 231,358	\$ 92,885	\$ 4,050	\$ 134,472	\$ -	\$ -	\$ 132,273	\$ -	\$ -	\$ 595,038
68.88%	65.35%	103.58%	59.86%	63.37%	67.97%	12.49%	0.00%	81.29%	60.09%

EXCESS OF REVENUE/(EXPENDITURES)

\$ (3,462,323)	\$ (414,677)	\$ (1,366,650)	\$ 91,455	\$ (78,229)	\$ (89,343)	\$ 8,610,351	\$ 6,986	\$ (120,705)	\$ 3,176,867
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ENDING FUND BALANCE *

\$ 7,121,274	\$ 1,480,531	\$ 1,689,720	\$ 559,711	\$ 144,132	\$ 77,764	\$ 8,490,132	\$ 2,076,434	\$ 197,856	\$ 21,837,554
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FUND

EDUCATION	O & M	DEBT SVC	TRANSP	IMRF	SSM	ALL CAP IMPRV	WRK CSH	TORT	TOTAL ALL
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3 YEAR BUDGET/ACTUAL TOTAL
SUMMARY OF AMENDED CURRENT YEAR BUDGET

DEPARTMENT/SUMMARY	FUND	#	DEPT	15 ACTUAL	16 ACTUAL	17 ACTUAL	% CHANGE	18 BUDGET	% CHANGE	18 ACTUAL	YTD %
GENERAL H.S.	10	1	TTL	163,899	147,432	126,695	-60.06%	369,100	-191.33%	80,012	21.68%
HMBD TUTORS	10	2	TTL	53,926	36,002	37,400	-6.54%	37,200	-3.33%	25,088	67.44%
ART	10	3	TTL	238,287	233,574	252,079	-3.29%	266,212	-13.97%	165,242	62.07%
SCIENCE	10	4	TTL	1,132,241	1,261,501	1,288,187	-9.79%	1,357,256	-7.59%	899,817	66.30%
DRIVER'S ED	10	5	TTL	225,170	146,878	153,727	-14.07%	164,058	-11.70%	158,955	96.89%
ENGLISH	10	6	TTL	1,504,422	1,569,209	1,552,387	-3.06%	1,551,974	1.10%	1,046,012	67.40%
FOREIGN LANG	10	7	TTL	622,480	657,811	633,862	-6.93%	632,591	3.83%	425,553	67.27%
HEALTH ED	10	8	TTL	1,938	962	1,688	93.78%	2,625	-172.88%	160	6.11%
MATHEMATICS	10	9	TTL	1,516,614	1,492,933	1,537,793	1.02%	1,549,868	-3.81%	1,033,791	66.70%
MUSIC	10	10	TTL	239,396	234,840	239,732	4.38%	262,361	-11.72%	167,813	63.96%
MUSIC INITIATIVE	10	10	TTL	-	-	24,999	-	-	0.00%	4,099	0.00%
PHYSICAL DEV	10	11	TTL	1,123,465	1,212,245	1,227,552	-0.50%	1,195,294	1.40%	710,489	59.44%
SOC STUDIES	10	13	TTL	1,294,648	1,417,983	1,465,961	-7.89%	1,518,400	-7.08%	1,035,219	68.18%
TECHNOLOGY	10	14	TTL	724,375	814,149	903,063	-9.67%	983,566	-20.81%	741,044	75.34%
DEV LEARNING	10	22	TTL	3,481,469	4,023,729	4,122,903	-2.32%	4,105,257	-2.03%	3,069,217	74.76%
ADULT ED - LOCAL	10	28	TTL	7,618	-	-	-29.14%	10,000	0.00%	-	0.00%
SUMR ADLT ED	10	29	TTL	2,109	3,960	6,457	-49.18%	6,650	-67.94%	7,412	111.45%
BUSINESS ED	10	30	TTL	547,649	543,543	484,521	1.46%	479,041	11.87%	341,558	71.30%
FACS	10	32	TTL	254,816	268,654	257,571	2.15%	169,162	37.03%	156,041	92.24%
IND ARTS-TECH ED	10	34	TTL	150,372	134,984	133,908	16.06%	124,944	7.44%	60,033	48.05%
B T I	10	35	TTL	345	153	-	-13.67%	150	1.93%	-	0.00%
PHOTOGRAPHY	10	36	TTL	14,926	-	-	-	-	-	-	0.00%
SUMMER SCH/R	10	40	TTL	63,990	106,534	67,248	13.05%	72,300	32.13%	40,796	56.43%
SUMMER SPORTS CA	10	41	TTL	44,444	44,600	47,564	-1.24%	45,000	-0.90%	35,548	79.00%
BILINGUAL	10	45	TTL	518,222	541,136	492,596	-2.28%	512,430	5.30%	358,420	69.95%
SOCIAL WORKE	10	50	TTL	341,209	210,863	201,735	93.45%	205,872	2.37%	135,010	65.58%
GUIDANCE DEP	10	51	TTL	653,440	634,252	683,429	6.11%	697,170	-9.92%	461,922	66.26%
SCHOOL NURSE	10	52	TTL	176,998	173,991	175,876	10.78%	180,335	-3.65%	119,652	66.35%
PSYC SERVICE	10	53	TTL	151,563	161,158	170,537	-7.00%	164,062	-1.80%	97,802	59.61%
AVID PROGRAM	10	54	TTL	133,626	156,091	186,780	-24.29%	202,075	-29.46%	132,321	65.48%
SPEECH PATH/AUDIC	10	55	TTL	59,907	62,717	64,303	0.00%	66,123	-5.43%	43,118	-3.04%
LEARNING RES	10	61	TTL	287,778	272,085	248,928	-0.44%	259,020	4.80%	176,545	68.16%
STAFF & CURR DEV	10	62	TTL	217,781	239,438	264,787	-20.15%	274,614	-14.69%	113,219	41.23%
UTTERBACK DONATI	10	64	TTL	16,255	21,489	2,735	-6.52%	-	100.00%	-	0.00%
ASST PRINCIPAL	10	69	TTL	1,063,106	1,083,594	1,016,334	2.62%	1,184,371	-9.30%	867,630	73.26%
PRINCIPAL	10	70	TTL	769,880	752,324	743,203	0.09%	721,624	4.08%	509,114	70.55%
SUPT OFFICE	10	71	TTL	298,514	303,749	331,123	-5.18%	346,189	-13.97%	227,800	65.80%
DIR OF PRSNL	10	72	TTL	248,118	257,225	224,279	2.89%	249,282	3.09%	159,737	64.08%
COMM RELATIONS	10	73	TTL	36,939	57,398	59,057	-40.77%	62,925	-9.63%	40,601	64.52%
ED FOUNDATIO	10	74	TTL	2,125	2,382	1,372	0.00%	2,500	-4.94%	7,637	0.00%
BOARD OF ED	10	75	TTL	148,375	158,611	167,319	-8.75%	181,625	-14.51%	155,486	85.61%
DIR OF BUSIN	10	80	TTL	160,500	162,550	145,341	-1.76%	153,104	5.81%	113,677	2.81%
CAFETERIA	10	82	TTL	17,167	8,153	11,454	-71.39%	50,500	-519.43%	4,298	8.51%
EMP BENEFITS	10	83	TTL	49,170	19,903	37,545	7.36%	47,200	-137.14%	1,262	2.67%
FISCAL SVCS	10	85	TTL	287,453	311,793	294,099	-10.25%	321,417	-3.09%	194,672	60.57%
MIS	10	90	TTL	343,126	326,143	313,285	3.18%	341,383	-4.67%	199,267	58.37%
PMT OTH DIST	10	97	TTL	1,089,255	423,660	437,969	24.54%	489,500	-15.54%	777,564	158.85%

3 YEAR BUDGET/ACTUAL TOTAL
SUMMARY OF AMENDED CURRENT YEAR BUDGET

DEPARTMENT/SUMMARY	FUND	#	DEPT	15 ACTUAL	16 ACTUAL	17 ACTUAL	% CHANGE	18 BUDGET	% CHANGE	18 ACTUAL	YTD %
ATH/INTERSCH	10	100	TTL	867,834	839,814	830,543	3.74%	826,324	1.61%	555,661	67.24%
AQUATICS	10	102	TTL	-	-	-	-	-	0.00%	-	0.00%
INTERSCHOLAS	10	104	TTL	215,199	252,749	227,398	-17.77%	251,825	0.37%	142,437	56.56%
ADULT ED - STATE	10	902	TTL	84,683	800	92,565	-3.59%	92,565	-11470.90%	97,433	105.26%
CTEIG	10	903	TTL	45,873	45,731	46,226	-0.21%	46,226	-1.08%	33,531	72.54%
BILING TBE	10	904	TTL	91,056	97,819	106,798	-4.69%	106,795	-9.18%	49,377	46.24%
A E & L	10	905	TTL	25,129	3,367	29,996	0.00%	29,996	-790.97%	32,200	107.35%
C PERKINS	10	906	TTL	34,507	31,319	38,995	0.96%	37,700	-20.38%	18,998	50.39%
TITLE 1-LOW	10	908	TTL	244,986	340,496	357,360	-25.69%	355,319	-4.35%	140,947	39.67%
ISLG GRANT	10	925	TTL	1,568	1,476	1,177	0.00%	1,500	-1.63%	1,275	85.02%
MEDICAID DIRECT D	10	929	TTL	124,915	42,480	72,148	-24.37%	50,000	-17.70%	44,192	88.38%
IDEA 94-142 FLOW-T	10	930	TTL	356,095	395,255	462,861	-34.55%	462,861	-17.10%	279,349	60.35%
ADM OUTREACH	10	931	TTL	12,561	27,778	20,173	-60.27%	20,173	27.38%	9,890	49.03%
TEACHER QUALITY	10	932	TTL	41,370	10,608	27,836	-0.10%	29,977	-182.58%	21,424	71.47%
FED ADULT ED	10	944	TTL	75,317	72,539	77,550	0.00%	77,550	-6.91%	150	0.19%
LEARN SERVE	10	945	TTL	-	-	-	-	-	-	-	0.00%
EL/CIVICS	10	946	TTL	-	-	-	-	-	-	-	0.00%
LIPLEPS	10	950	TTL	18,780	19,971	11,746	-13.09%	11,746	41.19%	16,745	142.56%
BILINGUAL - IEP	10	951	TTL	2,336	3,015.10	3,539	-7.15%	3,000	0.50%	1,263	42.10%
O&M FUND	20	0	TTL	2,542,962	2,805,202	3,610,425	-16.87%	3,257,840	-16.14%	2,036,100	62.50%
DEBT SVC FND	30	0	TTL	3,050,202	3,050,130	2,742,875	0.04%	2,737,500	10.25%	2,831,447	103.43%
TRANSPORTATION	40	0	TTL	1,311,851	1,271,828	1,291,882	-3.61%	1,412,750	-11.08%	720,910	51.03%
SCIENCE	40	4	TTL	(1,372)	(9)	(487)	-	-	100.00%	105	0.00%
ENGLISH	40	6	TTL	-	-	(505)	-	-	0.00%	-	0.00%
FOREIGN EXCH	40	7	TTL	686	135	623	-	-	100.00%	232	0.00%
MUSIC	40	10	TTL	-	308	-	-	-	0.00%	-	0.00%
PHYSICAL DEV	40	11	TTL	-	-	-	-	-	0.00%	-	0.00%
SOCIAL STUDIES	40	13	TTL	227	(1)	(122)	-	-	100.00%	185	0.00%
SPECIAL ED	40	22	TTL	-	-	-	-	-	0.00%	-	0.00%
BUSINESS ED	40	30	TTL	-	(105)	-	-	-	0.00%	-	0.00%
FACS	40	32	TTL	-	181	-	-	-	0.00%	-	0.00%
PHOTOGRAPHY	40	36	TTL	-	-	-	-	-	0.00%	-	0.00%
ATH/INTERSCH	40	100	TTL	69,012	73,381	60,270	0.00%	80,000	-9.02%	37,382	46.73%
PEP BUS	40	104	TTL	5,903	2,555	6,714	0.00%	-	100.00%	200	100.00%
IMRF	50	0	TTL	472,385	463,758	468,364	-1.96%	493,516	-6.42%	312,722	63.37%
SOC SEC & MEDCAR	51	0	TTL	454,114	462,637	474,178	-1.75%	466,573	-0.85%	317,120	67.97%
CAP PROJ 2017	60	0	TTL	3,345,450	2,966,525	5,165,980	-9.72%	8,000,000	-169.68%	856,176	10.70%
CAPITAL PROJECTS	65	0	TTL	3,345,450	2,966,525	5,165,980	-9.72%	-	100.00%	10,850	0.00%
W/C	70	0	TTL	-	2,322	4,649	-	2,500	-	-	0.00%
TORT FUND	80	0	TTL	212,927	256,821	229,720	-30.45%	267,975	-4.34%	217,836	81.29%
TOTALS				\$ 37,531,114	\$ 37,199,790	\$ 42,466,839	-9.06%	\$ 40,738,542	3.28%	\$ 23,886,785	58.63%

**COMMUNITY HIGH SCHOOL
DISTRICT 94**
REVENUE AND EXPENDITURE REPORT
LOCAL, STATE, AND FEDERAL GRANTS
Ending February 28, 2018

GRANT REVENUE & EXPENDITURE SUMMARY
FEBRUARY 2018

Percentage of Fiscal Year:
66.67%

NAME	SOURCE	CODE	DEPT	CURRENT BUDGET	PRIOR YEAR REVENUE	FY 18 REVENUE	EXPENDITURES	ENCUMBERED	BALANCE	% UNREALIZED REVENUE
Adult Ed Summer School & Computer L	Local	132300	29	\$ 6,650		\$ 2,770	\$ 7,412		\$ (4,642)	58%
DuPage Foundation - Music Initiative	Local	199900	10	\$ -					\$ -	100%
Education Foundation/Leadership Mini	Local	199990	74/918	\$ 2,500		\$ 5,817	\$ 7,637		\$ (1,820)	100%
C.T.E.I.G. Vocational Programs	State	322000	903	\$ 46,226			\$ 33,531		\$ (33,531)	100%
Bilingual T.B.E./T.P.I.	State	330500	924/904	\$ 106,795	\$ 79,831		\$ 49,377		\$ (49,377)	100%
Adult Ed State Basic 3-1	State	340000	902	\$ 92,565	\$ 97,580		\$ 97,433		\$ (97,433)	100%
Adult Ed Performance	State	340100	905	\$ 29,996	\$ 32,200		\$ 32,200		\$ (32,200)	100%
State Library Grant	State	380000	925	\$ 1,500	\$ 1,275		\$ 1,275		\$ (1,275)	100%
Title 1 Low Income NCLB	Federal	430000	908	\$ 355,319	\$ 141,456	\$ 63,674	\$ 140,947		\$ (77,273)	82%
I.D.E.A. Flow Thru Sub-Grant **	Federal	462000	930	\$ 462,861	\$ 92,723	\$ 151,575	\$ 279,349	\$ 7,967	\$ (135,741)	67%
Title IIC Carl Perkins - Voc Ed	Federal	474500	906	\$ 37,700			\$ 18,998	\$ 169	\$ (19,168)	100%
Adult Ed Federal Basic	Federal	480000	944	\$ 77,550	\$ 30,539		\$ 150		\$ (150)	100%
Medicaid Direct Service Costs **	Federal	490000	929	\$ 50,000	\$ 8,484	\$ 55,209	\$ 44,192		\$ 11,017	-10%
Medicaid Administrative Outreach **	Federal	490000	931	\$ 20,173			\$ 9,890	\$ 260	\$ (10,151)	100%
Bilingual - IEP	Federal	490500	951	\$ 3,000			\$ 1,263	\$ 1,992	\$ (3,255)	100%
Title III LIPLEPS	Federal	490900	950	\$ 11,746	\$ 8,178	\$ 10,392	\$ 16,745		\$ (6,353)	12%
Title II A Teacher Quality NCLB	Federal	493200	932	\$ 29,977	\$ 9,869	\$ 6,591	\$ 21,424		\$ (14,833)	78%
TOTAL				\$ 1,334,557	\$ 502,135	\$ 296,028	\$ 761,821	\$ 10,389	\$ (476,182)	77.8%

** Special Ed Grants

**COMMUNITY HIGH SCHOOL
DISTRICT 94**

LOCAL, STATE, FEDERAL GRANTS
Ending February 28, 2018

Percent of Fiscal Year
66.67%

**FEBRUARY 2018
GRANT REVENUE**

NAME	SOURCE	CODE	DEPT	GRANT BUDGET	PRIOR YR REVENUE	FY18 REVENUE	\$ UNREALIZED	% UNREALIZED	% REALIZED
Adult Ed Summer School & Comput	Local	132300	29	\$ 6,650	\$ -	\$ 2,770	\$ 3,880	58%	42%
DuPage Foundation - Music Initiative	Local	199900	10	\$ -	\$ -	\$ -	\$ -	0%	0%
Education Foundation/Leadership M	Local	199990	74/918	\$ 2,500	\$ -	\$ 5,817	\$ (3,317)	-133%	233%
C.T.E.I.G. Vocational Programs	State	322000	903	\$ 46,226	\$ -	\$ -	\$ 46,226	100%	0%
Bilingual T.B.E./T.P.I.	State	330500	924/904	\$ 106,795	\$ 79,831	\$ -	\$ 106,795	100%	0%
Adult Ed State Basic 3-1	State	340000	902	\$ 92,565	\$ 97,580	\$ -	\$ 92,565	100%	0%
Adult Ed Performance	State	340100	905	\$ 29,996	\$ 32,200	\$ -	\$ 29,996	100%	0%
State Library Grant	State	380000	925	\$ 1,500	\$ 1,275	\$ -	\$ 1,500	100%	0%
Title 1 Low Income NCLB	Federal	430000	908	\$ 355,319	\$ 141,456	\$ 63,674	\$ 291,645	82%	18%
I.D.E.A. Flow Thru Sub-Grant **	Federal	462000	930	\$ 462,861	\$ 92,723	\$ 151,575	\$ 311,286	67%	33%
Title IIC Carl Perkins - Voc Ed	Federal	474500	906	\$ 37,700	\$ -	\$ -	\$ 37,700	100%	0%
Adult Ed Federal Basic	Federal	480000	944	\$ 77,550	\$ 30,539	\$ -	\$ 77,550	100%	0%
Medicaid Direct Service Costs **	Federal	490000	929	\$ 50,000	\$ 8,484	\$ 55,209	\$ (5,209)	-10%	110%
Medicaid Administrative Outreach **	Federal	490000	931	\$ 20,173	\$ -	\$ -	\$ 20,173	100%	0%
Bilingual IEP	Federal	490500	951	\$ 3,000	\$ -	\$ -	\$ -	0%	0%
Title III LIPLEPS	Federal	490900	950	\$ 11,746	\$ 8,178	\$ 10,392	\$ 1,354	12%	88%
Title II A Teacher Quality NCLB	Federal	493200	932	\$ 29,977	\$ 9,869	\$ 6,591	\$ 23,386	78%	22%
TOTAL				\$ 1,334,557	\$ 502,135	\$ 296,028	\$ 1,038,529	77.8%	22.2%

* Amended Revenue activity may occur throughout FY17/18 impacting expenditure activity

GRANT EXPENDITURES

NAME	SOURCE	CODE	DEPT	GRANT BUDGET	EXPENDITURE	ENCUMBERED	BUDGET BALANCE	% UNENCUMBERED	% ENCUMBERED
Adult Ed Summer School & Comput	Local	132300	29	\$ 6,650	7,412			0%	111%
DuPage Foundation - Music Initiative	Local	199900	10	\$ -				0%	0%
Education Foundation/Leadership M	Local	199990	74/918	\$ 2,500	7,637			0%	305%
C.T.E.I.G. Vocational Programs	State	322000	903	\$ 46,226	33,531			0%	73%
Bilingual T.B.E./T.P.I.	State	330500	924/904	\$ 106,795	49,377			0%	46%
Adult Ed State Basic 3-1	State	340000	902	\$ 92,565	97,433			0%	105%
Adult Ed Performance	State	340100	905	\$ 29,996	32,200			0%	107%
State Library Grant	State	380000	925	\$ 1,500	1,275			0%	85%
Title 1 Low Income NCLB	Federal	430000	908	\$ 355,319	140,947			0%	40%
I.D.E.A. Flow Thru Sub-Grant **	Federal	462000	930	\$ 462,861	279,349	\$ 7,967		0%	62%
Title IIC Carl Perkins - Voc Ed	Federal	474500	906	\$ 37,700	18,998	\$ 169		0%	51%
Adult Ed Federal Basic	Federal	480000	944	\$ 77,550	150			0%	0%
Medicaid Direct Service Costs **	Federal	490000	929	\$ 50,000	44,192			0%	88%
Medicaid Administrative Outreach **	Federal	490000	931	\$ 20,173	9,890	\$ 260		0%	50%
Bilingual IEP	Federal	490500	951	\$ 3,000	1,263	\$ 1,992		0%	0%
Title III LIPLEPS	Federal	490900	950	\$ 11,746	16,745			0%	143%
Title II A Teacher Quality NCLB	Federal	493200	932	\$ 29,977	21,424			0%	71%
TOTAL				\$ 1,334,557	\$ 761,821	\$ 10,389	\$ -	0%	58%

** Special Ed Grants

**COMMUNITY HIGH SCHOOL
DISTRICT 94
PETTY CASH FUND
FEBRUARY 28, 2018**

This listing represents payments from the High School Cash Fund for January 28, 2018. Reimbursement for the following paid from this fund is hereby requested from the Board of Education of Community High School District 94, West Chicago, Illinois at its regular meeting on March 20, 2018.

<u>DATE PAID</u>	<u>PAID TO</u>	<u>FOR</u>	<u>AMOUNT</u>
Feb 22, 2018	Baltazar Padilla	Postage	\$ 11.06
Total			<u>\$ 11.06</u>

Director of Business Services

March 14, 2018
Date

LOC	LOC	February 2017-18 Beginning Balance	February 2017-18 Debits	February 2017-18 Credits	February 2017-18 Monthly Activity	Ending Balance
99	STUDENT ACTIVITY					
505	CHESS	1,751.55CR	127.54		127.54	1,624.01CR
506	SPED RECYC/SHRD	1,224.39CR				1,224.39CR
507	BEST BUDDIES	7,283.78CR				7,283.78CR
508	CRTE ENT	541.24CR				541.24CR
511	ART COLLECTION	105.35CR				105.35CR
513	INTL CLUB	1,935.46CR	7.98		7.98	1,927.48CR
514	CHRONICLE	1,863.56CR	480.07		480.07	1,383.49CR
515	CHEERLEADING	3,896.40CR				3,896.40CR
516	DANCE PROD	2,180.25CR				2,180.25CR
517	SPEECH	2,421.51CR	832.88		832.88	1,588.63CR
518	FBLA	894.92CR	3,125.61	2,992.00	133.61	761.31CR
520	GERMAN CLUB	31.74CR				31.74CR
521	FICA-SKILLS	2,272.07CR	0.23		0.23	2,271.84CR
523	MATH TEAM	351.61CR	295.50		295.50	56.11CR
524	HORTICULTURE	3,709.53CR				3,709.53CR
526	PEP CLUB	1,949.81CR				1,949.81CR
527	POMS	5,204.87CR	0.23	930.00	-929.77	6,134.64CR
528	SNOWBALL	2,428.64CR				2,428.64CR
529	SADD	1,662.78CR				1,662.78CR
530	EXCHANGE	5,095.79CR	0.23	195.48	-195.25	5,291.04CR
531	SPANISH CLUB	3,685.59CR				3,685.59CR
533	STUDENT COUNCIL	24,548.16CR	507.18		507.18	24,040.98CR
534	SUNDRY	1,651.40CR				1,651.40CR
535	THESPIANS	9,905.37CR	8,078.31	5,838.02	2,240.29	7,665.08CR
536	VOCATIONAL SIGN	1,836.54CR				1,836.54CR
537	YEARBOOK	4,895.99CR				4,895.99CR
538	BAND-JAZZ	2,025.99CR				2,025.99CR
539	CHORAL-CHOIR	36,384.56CR	68,299.72	33,562.20	34,737.52	1,647.04CR
540	ORCHESTRA	9,196.40CR	840.41	1,997.00	-1,156.59	10,352.99CR
541	INTERACT CLUB	3,903.58CR				3,903.58CR
542	ANL	2,013.73CR				2,013.73CR
543	WEGO CARES	939.97CR				939.97CR
544	SCHOLASTIC BOWL	890.59CR	0.23		0.23	890.36CR
545	PHOTGRAPHY	58.01CR				58.01CR
547	NHS	1,475.95CR				1,475.95CR
548	GSA	774.39CR				774.39CR
549	CREATIVE WRITNG	56.06CR	0.23		0.23	55.83CR
550	ACTIVE DIR ACCT	1,121.88CR				1,121.88CR

LOC	LOC	February 2017-18 Beginning Balance	February 2017-18 Debits	February 2017-18 Credits	February 2017-18 Monthly Activity	Ending Balance
99	STUDENT ACTIVITY					
551	TRANSITION CTR	3,178.82CR	0.23		0.23	3,178.59CR
552	TRI M	434.99CR				434.99CR
553	HAGGERTY FORD	14,092.41CR	2,707.17	2,000.00	707.17	13,385.24CR
554	OLA'AS	851.32CR				851.32CR
555	COMPASS	85.32CR				85.32CR
560	WEGO 2 AFR	32.52CR				32.52CR
561	SLC9 2 AFRICA	4,280.63CR	0.23		0.23	4,280.40CR
562	PRESCHOOL	1,061.79CR	1,124.90	1,428.29	-303.39	1,365.18CR
563	Teen Mom	119.87CR				119.87CR
564	HUMANITIES/SSS	7,450.00CR	1,250.00		1,250.00	6,200.00CR
566	ROAR	1,221.37CR				1,221.37CR
570	ADAMS EXPRESS	48.07CR				48.07CR
572	SPORTSFEST	2,445.01CR				2,445.01CR
573	TARGET	166.89CR				166.89CR
576	OUT/BD AT RISK	0.57CR				0.57CR
580	LOUIS RANSOM AR	497.00CR				497.00CR
582	STEP PROJECT	199.82CR		32.80	-32.80	232.62CR
583	STEPPERS	3,186.27CR	50.23		50.23	3,136.04CR
584	GREEN CLUB	666.57CR				666.57CR
585	FRENCH CLUB	822.35CR				822.35CR
586	LRC BOOK CLUB	134.94CR				134.94CR
587	LIFESMARTS	343.80CR				343.80CR
589	CONSUMER ED	1.84CR				1.84CR
591	TECHNOLOGY	5.50CR				5.50CR
592	HABITAT FOR HUM	25.92CR				25.92CR
600	ATHLETIC TRAINR	1,716.84CR				1,716.84CR
601	BADMINTON	978.21CR	0.23		0.23	977.98CR
602	BASEBALL	9,747.34CR	1,768.96		1,768.96	7,978.38CR
603	BOY'S BB	7,226.04CR	78.10		78.10	7,147.94CR
604	BOY'S CROSS CTY	321.58CR				321.58CR
605	BOY'S SOCCER	627.03CR	0.23		0.23	626.80CR
606	BOY'S TENNIS	237.79CR				237.79CR
607	BOY'S TRACK	989.51CR				989.51CR
608	GIRL'S FDR BB	73.73CR	116.90	800.57	-683.67	757.40CR
609	FOOTBALL	2,058.29CR	0.23		0.23	2,058.06CR
610	GIRL'S BASKETBL	1,248.81CR	421.23		421.23	827.58CR
611	GIRL'S CROSS CT	828.54CR	0.23		0.23	828.31CR
612	GIRL'S SOCCER	4,169.14CR	1,005.00		1,005.00	3,164.14CR

LOC	LOC	February 2017-18 Beginning Balance	February 2017-18 Debits	February 2017-18 Credits	February 2017-18 Monthly Activity	Ending Balance
99	STUDENT ACTIVITY					
613	GIRL'S TENNIS	2,860.56CR	0.23		0.23	2,860.33CR
614	GIRL'S TRACK	1,146.27CR				1,146.27CR
615	BOYS GOLF	1,287.91CR				1,287.91CR
616	MUSIC	4,965.32CR		63.55	-63.55	5,028.87CR
617	SOFTBALL	16,083.94CR	0.52	4,443.64	-4,443.12	20,527.06CR
618	BOYS SWIM TEAM	1,211.34CR	495.18	569.45	-74.27	1,285.61CR
619	GIRLS V-BALL	2,361.38CR	354.48		354.48	2,006.90CR
620	GIRL'S FDR VB	1,032.70CR	0.23		0.23	1,032.47CR
621	WRESTLING	2,015.49CR	1,560.00		1,560.00	455.49CR
622	ATHLETIC DIR	66.85CR				66.85CR
623	GIRLS SWIM TEAM	1,438.09CR	0.23		0.23	1,437.86CR
624	GIRLS GOLF	782.18CR				782.18CR
625	BOYS V-BALL	629.57CR	284.70		284.70	344.87CR
---	*STUDENT ACTIVI	259,627.45CR	93,815.79	54,853.00	38,962.79	220,664.66CR
Grand Equity To		259,627.45CR	93,815.79	54,853.00	38,962.79	220,664.66CR

Number of Accounts: 89

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

Community High School District 94

Vendor List Update

February 28, 2018

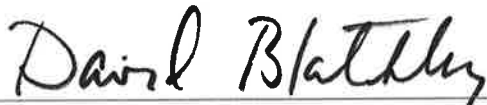
Best Plumbing Specialties Inc

Hearts of Hope

Language Testing International

Raymond James & Associates

Jon Schaus



David Blatchley, Director of Business Services

3-14-18

Date

**COMMUNITY HIGH SCHOOL DISTRICT 94
CAPITAL IMPROVEMENTS BOND REFERENDUM SERIES 2017
FINANCIAL STATEMENT
YTD ENDING FEBRUARY 28, 2018**

SOURCE OF FUNDS	CAPITAL IMPROVEMENTS - BOND REFERENDUM
BEGINNING BALANCE	\$ -
REVENUE BUDGET	\$ 9,203,000
RECEIPTS	
1. BOND PRINCIPAL - BONDS SOLD SERIES 2017	\$ 9,290,561
2. BOND INTEREST - BOND SERIES 2017	\$ 42,976
TOTAL REVENUE REALIZED	\$ 9,333,537
<i>PERCENT REVENUE REALIZED (Actual/Budget)</i>	<i>101.42%</i>
EXPENDITURE BUDGET	\$ 8,000,000.00
DISBURSEMENTS	
1. EARNINGS	\$ 13,375
2. INSURANCE	1,863
3. EMPLOYER IMRF	1,610
4. EMPLOYER FICA	829
5. EMPLOYER MEDICARE	194
6. PURCHASED SERVICES - BOND ISSUANCE	78,950
7. CAPITAL 2018 RENOVATIONS	541,891
8. CAPITAL 2018 GYM BLEACHERS	21,656
9. CAPITAL 2018 TENNIS COURT	38,172
10 CAPITAL 2019 - 2020 ADDITION-REMODELING	160,269
TOTAL EXPENDITURES DISBURSED	\$ 858,810
<i>Encumbered Expenditures</i>	
<i>PERCENT DISBURSED PLUS ENCUMBERED(Total/Budget)</i>	<i>10.74%</i>
EXCESS OF REVENUE/(EXPENDITURES)	\$ 8,474,727
ENDING BALANCE	\$ 8,474,727
SOURCE OF FUNDS	CAPITAL IMPROVEMENTS - BOND REFERENDUM

COMMUNITY HIGH SCHOOL DISTRICT 94
CAPITAL IMPROVEMENTS BOND REFERENDUM SERIES 2017
EXPENDITURE DETAILS
YTD ENDING FEBRUARY 28, 2018

EARNINGS - Building Operations	\$13,375	BENEFITS - Life, LTD, Dental, Health Ins.	1,863	BENEFITS - IMRF, FICA, Medicare	2,634
Monthly = \$10,449		Monthly = \$1,455		IMRF - Employer Pd IMRF Rate 12.04%	
Director Dec 2017 \$10,449 x 63%	6,583	Director Dec 2017 \$1,455 x 63% = \$917	917	Earnings thru Feb. 2018 \$13,375 x 12.04%	1,610
Director Jan 2018 \$10,449 x 23%	2,403	Director Jan 2018 \$1,455 x 23% = \$335	335		
Director Feb 2018 \$10,449 x 42%	4,389	Director Feb 2018 \$1,455 x 42% = \$611	611	FICA - Employer Pd FICA Rate 6.2%	
				Earnings thru Feb. 2018 \$13,375 x 6.2%	829
				MEDICARE - Employer Pd Medicare Rate 1.45%	
				Earnings thru Feb. 2018 \$13,375 x 1.45%	194

COMMUNITY HIGH SCHOOL DISTRICT 94
 CAPITAL IMPROVEMENTS BOND REFERENDUM SERIES 2017
 EXPENDITURE DETAILS
 YTD ENDING FEBRUARY 28, 2018

PURCHASED SERVICES -	78,950	CAPITAL 2018 RENOVATIONS	541,891	CAPITAL 2018 GYM BLEACHERS	\$21,656
Issuance Costs:		DLA Architects, Ltd Jun 2017 1926 Bld	2,313	DLA Architects, Ltd Aug 2017 Replacement	7,560
Bond council - Chapman & Cutler	32,500	DLA Architects, Ltd Jul 2017	12,933	DLA Architects, Ltd Sep 2017 Replacement	3,240
Disclosure Counsel, Chapman & Cutler	21,000	DLA Architects, Ltd Aug 2017	58,609	DLA Architects, Ltd Oct 2017 Replacement	5,400
Rating Agency, Moodys	14,000	DLA Architects, Ltd Sep 2017	87,583	DLA Architects, Ltd Nov 2017 Replacement	5,456
Issuer Counsel, Hauser Izzo LLC	5,000	DLA Architects, Ltd Oct 2017	104,012		
Preliminary/Final Official Statement Printing	2,500	DLA Architects. Ltd. Nov 2017	53,811		
Bond Registrar/Paying Agent, Amalgamated	950	Advance Mechanical - Sewer System	10,430		
Treasurer's Surety Bond	2,000	Hygieneering, Inc - Plaster Ceiling Inspec.	2,019		
Filing and Fedex and Other Expenses	1,000	S&J Door Labor and Installation RM#130	3,345		
		LJ Morse Construction Co. Gen Remodel #1	74,053.80		
		DLA Architects, Ltd Dec 2017	136,405.94		
		DLA Architects, Ltd Nov 2017	(3,622.50)		
		March 20, 2018 Board Meeting			
		LJ Morse General Remodeling #2 55,170.			
		DLA Architects, Ltd Nov 2017 3,622.50			



The IHSA governs the equitable participation in interscholastic athletics and activities that enrich the educational experience.

March 2018

To the Principal/IHSA Official Representative Addressed:

It's time again for your school to renew its membership in the Illinois High School Association. For the 2018-19 school term, IHSA membership will not require payment of membership dues or state series entry fees per action of the IHSA Board of Directors.

Your school may renew membership in the Illinois High School Association by confirming that your school continues to be Recognized by the Illinois State Board of Education and by certifying that your Board of Education/Governing Board has voted to adopt and abide by the Constitution, By-laws, Terms and Conditions, and Administrative Procedures, Guidelines, and Policies of the Association for the 2018-19 school term.

Your 2018-19 membership renewal is due by June 15, 2018. Please do not delay. Obtain your Board of Education's action on the membership resolution and fax it to (309) 663-7479 or email general@ihsa.org on or before June 15.

Sincerely,

Craig Anderson
Executive Director

**THIS FORM MUST BE SIGNED BELOW, ON THE APPROPRIATE LINE, BY THE PRINCIPAL OR OFFICIAL REPRESENTATIVE AND THE BOARD PRESIDENT OR SECRETARY.
DO NOT DETACH**

To: IHSA Executive Director

We certify that _____ High School is recognized by the Illinois State Board of Education. It is understood that failure to be recognized by the Illinois State Board of Education will disqualify our school for membership in the IHSA and that if this were to occur; it is our responsibility to immediately notify the Association of this change in status.

We further certify our Board of Education/Governing Board, at its meeting held on _____, 2018, voted to renew membership in the Illinois High School Association, and to adopt and abide by the Constitution, By-laws, Terms and Conditions, and Administrative Procedures, Guidelines and Policies of the Illinois High School Association for the year of July 1, 2018, through June 30, 2019.

Principal/Official Representative Signature

Board President or Board Secretary Signature

Print Name and Phone Number

Print Name and Phone Number

_____ High School _____, Illinois

2018-19 Membership Renewal

Office of Human Resources – Personnel Report
3/20/18 – Board of Education Meeting

NAME	POSITION	DIVISION	EFFECTIVE DATE	FTE	ACTION
RENEWAL OF CONTRACTS AND GRANTING OF TENURE STATUS FOR CERTIFIED STAFF					
Beal, Robert	Teacher	Science	8/13/18	1.0	Renew and Grant Tenure
Brady, Jennifer	Library Media Specialist	Teaching & Learning	8/13/18	1.0	Renew and Grant Tenure
Etheridge, Kyle	Teacher	Language Arts	8/13/18	1.0	Renew and Grant Tenure
Monken, Ted	Teacher	Physical Development	8/13/18	1.0	Renew and Grant Tenure
Salazar, Anne Marie	Teacher	World Language	8/13/18	1.0	Renew and Grant Tenure
RENEWAL OF CONTRACTS FOR NON-TENURED CERTIFIED STAFF					
Anderson, Jeffery	Social Worker	Student Services	8/13/18	1.0	Renew Contract
Balaskas, Alexandra	Teacher	Science	8/13/18	1.0	Renew Contract
Cevaal, Michelle	Teacher	CTE	8/13/18	1.0	Renew Contract
Contreras, Andrea	Teacher	World Language	8/13/18	1.0	Renew Contract
Covella, Jordan	Teacher	Physical Development	8/13/18	1.0	Renew Contract
Culen, Jamie	Teacher	Language Arts	8/13/18	1.0	Renew Contract
Damm, Courtney	Teacher	SPED	8/13/18	1.0	Renew Contract
Debs, Brigitte	Teacher	SPED	8/13/18	1.0	Renew Contract
Dovich, Timothy	Teacher	SPED	8/13/18	1.0	Renew Contract
Flanigan, Kaitlin	Social Worker	Student Services	8/13/18	1.0	Renew Contract
Freneau, Mary	Teacher	Language Arts	8/13/18	1.0	Renew Contract
Gawenda, Julie	Counselor	Counseling	8/13/18	1.0	Renew Contract
Gentile, Angela	Teacher	CTE	8/13/18	1.0	Renew Contract
Hahn, Rebecca	Teacher	Science	8/13/18	1.0	Renew Contract
Hurtado, Janet	Social Worker	Student Services	8/13/18	1.0	Renew Contract
Jacob, Kelsey	Teacher	Physical Development	8/13/18	1.0	Renew Contract
Jones, Allison	Teacher	Humanities	8/13/18	1.0	Renew Contract
McCollum, Joseph	Teacher	Math	8/13/18	1.0	Renew Contract
Moran, Laura	Teacher	SPED	8/13/18	1.0	Renew Contract
Naik, Akta	Teacher	Math	8/13/18	1.0	Renew Contract
Nall, Thomas	Teacher	Physical Development	8/13/18	1.0	Renew Contract
Nolan, Jill	Teacher	Language Arts	8/13/18	1.0	Renew Contract
Singer, Adam	Teacher	Science	8/13/18	1.0	Renew Contract
Snyder, Annette	Certified Nurse	Student Services	8/13/18	1.0	Renew Contract

Office of Human Resources – Personnel Report
3/20/18 – Board of Education Meeting

NAME	POSITION	DIVISION	EFFECTIVE DATE	FTE	ACTION
Stack, Deborah	Counselor	Counseling	8/13/18	1.0	Renew Contract
Stadler, Nicole	Teacher	Humanities	8/13/18	1.0	Renew Contract
Sullivan, Katelyn	Teacher	SPED	8/13/18	1.0	Renew Contract
Tantachuco Espinoza, Alejandra	Teacher	World Language	8/13/18	1.0	Renew Contract
Vlantis, Maria	Psychologist	Student Services	8/13/18	1.0	Renew Contract
Walker, Vincent	Teacher	Physical Development	8/13/18	1.0	Renew Contract
Wallace, James	Teacher	Humanities	8/13/18	1.0	Renew Contract
Walsh, Ashley	Teacher	CTE	8/13/18	1.0	Renew Contract
Wojciechowski, Alexandra	Teacher	Humanities	8/13/18	1.0	Renew Contract
Zeman, Joseph	Teacher	Humanities	8/13/18	0.8	Renew Contract
NON-RENEWAL OF CONTRACTS AND DISMISSAL OF NON-TENURED TEACHERS					
Marshall, Cheryl	Teacher	World Language	Last day of 17/18 SY	.50	Non-renew contract
McMullen, Shannon	Teacher	Language Arts	Last day of 17/18 SY	1.0	Non-renew contract
Murray, Anna	Teacher	Language Arts	Last day of 17/18 SY	1.0	Non-renew contract
Nordquist, Kristin	Teacher	Math	Last day of 17/18 SY	1.0	Non-renew contract
APPROVE CERTIFIED STAFF MOVING FROM PART TIME TO FULL TIME STATUS					
Isacson, Kristen	Teacher	Math	8/13/18	1.0	Approve
RE-EMPLOYMENT					
Marshall, Cheryl	Teacher	World Languages	8/13/18	1.0	Approve
Nordquist, Kristin	Teacher	Math	8/13/18	.80	Approve
SEPARATION OF EMPLOYMENT					
Sarah Bovee	Administrative Assistant	Administrative Services	3/15/18	1.0	Retirement
LEAVE OF ABSENCE					
Fanny Lopez	Clerk-Receptionist	Deans' Office	3/14/18-4/25/18	1.0	Approve

Approve Total Staff FTE's for the 2018/19 school year.

- 2017/18: 254.40 (current)
- 2018/19: 255.30
- Increase of .9 FTE as outlined in attached memo

Office of Human Resources – Personnel Report
3/20/18 – Board of Education Meeting

Approve Vacation Carry Over as permitted in Administrator contracts:

- David Blatchley, Director of Business Services – Carry over 5 unused days from the 2016/17 school year.
- Gordon Cole, Director of Building Operations – Carry over 1.5 unused days from the 2016/17 school year.

West Chicago High School Teachers' Association

Bradley K. Larson
President

Mary McCarter
Vice President

Lynn Peto
Treasurer

Gwen Geiger
Secretary

Nick Caltagirone
Chief Negotiator

March 14, 2018

The Board of Education
Community High School District 94
157 W. Washington St.
West Chicago, IL 60185

Dear Members of the Board:

On March 14, 2018, the West Chicago High School Teachers' Association held an election to consider ratification of the Tentative Agreement reached between the two parties on February 15, 2018. Just over 92% of ballots cast were in favor of ratification. Thus, I write to inform you that the Teachers' Association has ratified the Tentative Agreement.

We look forward to the Board's approval of the Tentative Agreement at the coming Board of Education Meeting and to having a successor Collective Bargaining Agreement in place through the 2020-2021 school year.

Sincerely,



Bradley K. Larson
President

cc: Dr. Doug Domeracki
Cheryl Moore
David Blatchley
Gordon Cole
Nick Caltagirone
Tom Terranova

326 Joliet Street
West Chicago, IL
60185

Established 1957

A CONTRACTUAL AGREEMENT

Between

**THE BOARD OF EDUCATION
OF
COMMUNITY HIGH SCHOOL DISTRICT 94**

and the

WEST CHICAGO HIGH SCHOOL TEACHERS' ASSOCIATION, INC.

2017-2021



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PREAMBLE

The purpose of this document is to provide an orderly method for the Board of Education of Community High School District 94, West Chicago, Illinois, hereinafter referred to as the "Board" and the West Chicago High School Teachers' Association, Incorporated, hereinafter referred to as the "Association," to negotiate through professional channels on matters defined as negotiable, to reach agreement on these matters and to establish channels for mediation in the event of impasse.

ARTICLE 1: RECOGNITION AND DEFINITION

- A. The Board of Education of Community High School District 94, West Chicago, Illinois, hereinafter referred to as the "Board," and the West Chicago High School Teachers Association, Incorporated, hereinafter referred to as the "Association"; which Association is hereby recognized by the Board as the exclusive and sole negotiating agent for all regularly-employed professional personnel (persons whose positions require a certificate issued under Article 21 of the *Illinois School Code* as now or hereafter amended) except those positions requiring administrative certification, excluding Assistant Division Heads as defined in Appendix C; Substitutes; Short-term Employees; and persons hired in positions created which are supervisory or managerial within the meaning of the Illinois Education Employee Labor Relations Act; do hereby enter into this Contractual Agreement.
- B. The term "Member of the Bargaining Unit," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining unit defined in Section A., above.

The term "Teacher", when used hereinafter in this Agreement, shall refer to a member of the bargaining unit assigned to classroom instructional duties.

- C. The Board agrees not to negotiate with any bargaining organization for certified staff members other than the Association for the duration of this Agreement. Further, the Board agrees not to negotiate with any Member of the Bargaining Unit individually on items covered under this Agreement during the duration of this Agreement. This shall not preclude the issuance by the Board of individual contracts to non-tenured Members of the Bargaining Unit provided that these contracts conform to this Agreement for the said school year.
- D. It is the mutual responsibility of the Board and the Association to confer upon their respective representatives the necessary power and authority to make proposals in the course of negotiations and to reach tentative agreements which shall be presented to the Board and the Association respectively for ratification.

ARTICLE 2: EFFECT OF AGREEMENT

- A. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties.
- B. The terms and conditions of individual Member of the Bargaining Unit contracts issued by the Board shall conform to this Agreement.
- C. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or repealed by State or Federal action, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause; however, negotiations concerning a replacement for the deleted article, section, or clause shall begin within forty-five (45) calendar days after the date the deletion becomes effective.

- D. The parties each voluntarily and unqualifiedly waive any right which might otherwise exist under a collective bargaining law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated, but may do so if mutually agreed, to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement. Nothing in this section shall preclude the commencement of negotiations for a successor Agreement as provided for in this Agreement and/or by law.

ARTICLE 3: INFORMATION AND DATA

A. General Information:

The Association shall be furnished on request all regularly and routinely prepared information concerning the financial condition of the school, including current annual financial statement, adopted budget(s) and audit. In addition, the Association shall be furnished a register of certificated personnel, including home addresses; an outline of items to be covered at all School Board meetings; all current treasurer's reports; school enrollment figures and future projections; and readily and normally available information as defined by statute. Nothing herein shall require the District's or Principal's staff to research or assemble information other than that which is stipulated above.

B. Names and Addresses of New Members of the Bargaining Unit

The Board of Education agrees to furnish the Association with the names and addresses of new Members of the Bargaining Unit within fourteen (14) days of Board approval of their contracts.

C. Vacancies

The Superintendent, or his/her designee, shall notify the Association President or designee of all vacancies. Such vacancies may occur as a result of death, retirement, discharge, resignation, reassignment, the creation of a new position or a realignment of administrative duties that creates a position new to the District. Vacancies, as described herein, shall be posted and applications sought consistent with paragraph 1, below. When the posted vacant position is filled, all applicants shall be notified.

1. Written notice of any vacancy in a bargaining unit position as determined by the District, including Appendix B, overloads, and summer school, whether temporary or permanent, shall be provided to all employees in the bargaining unit within ten (10) days after occurrence of the vacancy. The notice shall include certification, subject area and other qualifications required for the position, and shall be posted for five (5) working days in the Faculty Lounge/Professional Library, the District website, and via e-mail. In the event that an overload position is created within five (5) working days of the start of the semester for which it will be filled or during the course of the semester for which it will be filled, the duration of the posting may be reduced to two (2) working days provided all eligible candidates from within the bargaining unit are notified via all-staff email of the vacancy at the time of posting. Vacancies occurring during school holidays and during summer months will be posted via all-staff email.
2. Candidates from outside the bargaining unit may be given consideration for vacancies. A candidate from within the bargaining unit with proper certification will be awarded the position unless an outside candidate is clearly more qualified. In the event the position is filled internally and more than one employee with equal qualifications and credentials applies, the candidate with the greatest seniority shall be awarded the position, unless this assignment results in the furloughing of another member of the bargaining unit or unless the course or program was created and/or developed by a less senior bargaining unit member.
3. In the event two or more faculty members apply for the same teaching overload assignment, the following criteria will be used in this order until one of the candidates exceeds the other, that person will then be recommended for the position.

- Proper certification
- Relevant in-district experience in the course within the last five (5) school years
- Years of teaching experience in this District

Teaching schedules will not be changed to accommodate any faculty member's application for an assignment. Overload assignments will not be granted to any faculty member with a scheduling conflict. Members of the Bargaining Unit and other certified employees (e.g. Division Head) whose position includes a released period (e.g. Association President) shall not be granted an overload unless other options have been exhausted.

D. Administrator Hiring

The Board of Education hereby makes clear the importance of selecting administrative personnel of the highest caliber and involving qualified personnel in a selection process that insures the broadest base of fair and competitive candidacy for all such appointments.

Although appointment decisions are reserved exclusively to the Board of Education, the following procedures will apply to hiring for the positions noted herein: Superintendent, Director, Principal, Assistant Principal, Dean, and Division Head.

Advisory input may be provided by those who will be working directly with the individual to be hired as to the qualities being sought for the role. This may be in written or verbal form to the Human Resources Office. In all cases at least two members of the Association will be included on the Interview Team assembled by the Human Resources Office.

Participation in the interview process by members of the Association shall be advisory, voluntary and unpaid. The Human Resources Office may select participants from a list of volunteers or invite participation.

ARTICLE 4: RIGHTS AND RESPONSIBILITIES

A. Association Use of Supplies and Equipment

The Association shall have the right to use school equipment if such does not interfere with the operation of the schools. Such use shall be subject to reasonable limitations which may be prescribed by the Superintendent, or his/her designee. Any supplies and labor furnished to the Association shall be paid for by the Association at the current Board cost. The Association shall promptly reimburse the Board for any damage occasioned by such use when such equipment is being operated by members of the bargaining unit. Such privileges shall not be extended to any competing bargaining organization.

B. Association Right to Post Notices

The Association shall have the right to post notices of its activities and matters of Association concern on bulletin boards in the faculty lounge. The Association shall have the right to the use of District mail boxes for communication to Members of the Bargaining Unit. The above items are to be of reasonable volume and shall be identified as having been originated by the Association. Such privileges shall not be extended to any competing bargaining organization.

C. Member of the Bargaining Unit Travel and Attendance at Professional Meetings

1. Recognizing the value of information available to professional educators regarding current trends, techniques, procedures, legislation, laws, etc., at professional meetings and through school visitations, the Board of Education shall permit Member of the Bargaining Unit attendance at such meetings at District expense, provided that attendance at professional meetings and school visitations are approved prior to the meeting by the Superintendent or his/her designee.

2. The total amount of money to be allocated for Member of the Bargaining Unit travel as defined in the budget and coded 3350 is the sole responsibility of the Board of Education.
3. The Division Head of each department, in consultation with department members, shall plan a proposed set of meetings for department members to attend. The principle criterion for the selection of meetings shall be the educational value and relevance to the Member of the Bargaining Unit's current or projected assignment.

After consultation with each Division Head and the –Director of Business Services, the Principal shall notify each Division Head of the travel budget amount for his/her department prior to August 1. Each individual request to attend a meeting, including projected costs, shall then be submitted to the Principal for approval. Requests approved by the Principal in consultation with the Division Head shall be submitted to the Superintendent or his/her designee for final approval. In the event that such a request is denied, the Principal or Superintendent, or his/her designee shall provide the Division Head of the department involved with an explanation of the reason(s) for the denial.

D. Member of the Bargaining Unit Attendance at School-Based Professional Meetings

1. Administration agrees to hold, and Members of the Bargaining Unit agree to attend, no more than one after-school all-faculty meeting per month of up to one-hour in duration. In cases of emergency, meetings may be longer in duration or greater in frequency.
2. Division Heads agree to hold, and Members of the Bargaining Unit agree to attend, no more than an average of one (1) meeting of the entire Division or Department per month held outside the school day.
3. Members of the Bargaining unit agree to attend team meetings held during or outside the school day, and may be called by the Principal and/or team members. Meetings may include, but are not limited to, freshman house teams, student assistance teams, ESL teams, Special Education teams, course teams, etc. Meetings will be scheduled during the school day when reasonably possible.

E. Member of the Bargaining Unit Attendance at Education Association Meetings

The Association shall be granted an aggregate of eight (8) days per year of released time to send delegate(s) of its choice to professional meetings. Said days may be combined to be used over the course of the contract (i.e. for a 2 year contract, 16 total days would be available for use). In addition, the Board shall provide two additional Association Leave Days per year provided that the WCHSTA reimburses the Board the full cost of the substitute teacher(s) for those two days.

The delegates shall not suffer loss of personal compensation for the above-mentioned days. If more than two (2) delegates request released time for the same date(s), the Association shall submit written notification for leave to the Superintendent through the Human Resources Office at least five (5) school days prior to the meeting. This notification shall consist of the date(s) of the meeting(s) and the individual(s) designated to attend. In an emergency, the time limit may be waived by the Superintendent. The Board of Education will accept only the financial responsibility of the substitute teachers.

F. Released Time for Attendance at Hearings

A Member of the Bargaining Unit who is subpoenaed to appear as a witness at a hearing before the IELRB or a Federal or State court on an issue between the Association and the Board shall be permitted to attend the hearing without loss of pay or benefits if the hearing is scheduled during the school day.

G. Faculty Work Room, Faculty Lounge, and Faculty Dining Area

The Board shall provide facilities for a staff dining/lounge area and work room/publication area for staff members.

H. Association Use of Building

The Association and its representatives shall have the right to hold meetings and transact business in the school building provided such meetings in no way interfere with any aspect of the instructional program, and provided that if such meetings entail additional maintenance, custodial service, or insurance premiums, the Association will pay for same. These meetings shall be subject to the following qualifications:

1. Formal Association meetings and Association Committee meetings held between 7:00 a.m. and fifteen (15) minutes prior to the beginning of the school day and between ten (10) minutes after the end of the school day and 6:00 p.m. on normal school days may be held without prior approval of the Administration.
2. Association meetings and Association committee meetings held at unusual times, that is, outside of the hours during which meetings may be held without prior approval pursuant to paragraph 1 above, on normal school days, or on other than normal school days, shall require prior Administrative approval.
3. If the Association decides to withhold services or participate in a work close-down or stoppage, the right of the building usage shall be forfeited.

I. Member of the Bargaining Unit Rights Before the Board

When any Member of the Bargaining Unit is required to appear before the Board or before any Board Committee or Board Member concerning any matter which could adversely affect the continuation of that Member of the Bargaining Unit in his/her office, position of employment, or the salary or any increments pertaining thereto, the Member of the Bargaining Unit shall be given five (5) days' prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association and/or legal counsel present to advise and represent him/her during such meeting or interview. If the aggrieved party intends to be represented by legal counsel, the Board of Education must be notified in writing at least three (3) days before such meeting.

J. Member of the Bargaining Unit Rights Before the Administration

When any Member of the Bargaining Unit is required to appear before an administrator, and it is reasonably anticipated that such a meeting will concern possible disciplinary action against the Member of the Bargaining Unit, the Member of the Bargaining Unit shall be given reasonable prior notice as to the reasons for such meeting and shall be entitled to have a representative of the Association present during such meeting.

K. School Calendar

Prior to the adoption of the school calendar the Association shall be consulted. Recommendations made by the Association shall be advisory in nature.

The school calendar adopted by the Board of Education shall consist of one hundred seventy-six (176) pupil attendance days or the number established by the Legislature in the event it is changed; four (4) institute days (each seven (7) hours, thirty (30) minutes in length including one (1) hour for lunch); two (2) staff development days (each seven (7) hours, thirty (30) minutes in length including one (1) hour for lunch) to be planned by the Staff Development Committee; and one Student Records Day. In addition, Members of the Bargaining Unit new to District 94 shall attend and participate in two pre-school workshop days and up to two (2) days to be scheduled after the school year has started. The latter two (2) days may be spaced and scheduled in two (2) full-day sessions, four (4) half-day sessions, an equivalent time in afterschool sessions or some combination of two or three of these as mutually determined by the new Members of the Bargaining Unit and the administration. For the latter two days, new Members of the Bargaining Unit shall be granted in-house staff development credits for each day fully attended. Nothing herein shall be construed to indicate that Members of the Bargaining Unit may be required to work on the legal holidays specified in the *Illinois School Code*.

Members of the Bargaining Unit shall only be required to work scheduled emergency days to replace actual days lost that year due to emergencies except for one of the five days which shall be scheduled as a Student Records Day. If circumstances cause all five emergency days to be used prior to the Student Records Day, the Board of Education shall eliminate the Student Records Day and declare that day a regular day of student attendance.

L. Just Cause

Suspension of a Member of the Bargaining Unit or the withholding of a monetary benefit shall be for just cause.

ARTICLE 5: PAYROLL

A. Pay Dates

Members of the Bargaining Unit shall receive their pay via direct deposit unless a member elects otherwise. Paydays are the fifteenth (15) and last day of each month. If a payday falls on a weekend or holiday observed by the District, the payday shall be the previous business day.

B. Payroll Deductions

1. Each Member of the Bargaining Unit shall have the option of having payroll deductions made for any or all of the following purposes:

Tax-Sheltered Annuities – Any new tax-sheltered annuity program proposed by a Member of the Bargaining Unit must have at least five (5) members submit payroll deduction authorization forms for Board approval (existing programs may be continued regardless of the number of participants.).

Charities – As specified by the Board of Education.

Professional Dues – Following notification to the Superintendent or his/her designee, membership, local WCHSTA, IEA and NEA dues shall be deducted in equal amounts; deductions shall be made from the first paycheck on the 15th of the month following notification through the last pay check that the Member of the Bargaining Unit receives for the current contract year.

The Board shall forward the deductions monthly to the Association in two checks (one to the local and one to the national). Notification of members shall be forwarded to the Business Office after the commencement of the school year.

Optional Group Life – Refer to Article 17, Section A, Insurance paragraphs 8 and 9.

Each Member of the Bargaining Unit shall be entitled to request the above deductions during the first week of school, and they shall remain in force until a request is received from a Member of the Bargaining Unit to change one or more Payroll Deductions.

Direct Deposit – The Board shall, upon a signed request from a Member of the Bargaining Unit, make payroll deductions for deposit in DuPage Schools Credit Union and/or shall deposit the Member of the Bargaining Unit's entire pay check in his/her account in the bank on which the check is drawn or the financial institution of the member's choice. The deadline for a Member of the Bargaining Unit to request such payroll deduction or direct deposit of paychecks shall be October 15; however, during the period from October 16 until August 25 each Member of the Bargaining Unit shall be entitled to have one change made in his/her deduction for deposit in the DuPage Schools Credit Union.

2. The Association shall indemnify and hold harmless the Board from any and all claims, demands, suits, and costs incurred in connection with any such claim, demand, or suit resulting from any reasonable action taken or omitted by the employer for the purpose of complying with the provisions of Article 5, Section C.

B. Sick Leave Record

An unofficial accounting of total available Sick Leave days will appear on each payroll stub. An official accounting of total available Sick Leave will be maintained in the Human Resources Office.

C. Teacher Retirement System Payment

If the Internal Revenue Service or a court shall determine that payments by a Board of Education of all or a portion of Member of the Bargaining Unit's retirement obligations are not properly excludable from income, the Board assumes no liability with respect to any income tax consequences resulting from the tax sheltering of the TRS contribution.

D. Section 125 Option - Salary Reduction Plan

The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the *Internal Revenue Code of 1986*, as amended, ("Code"). If at any time Code Section 125 or its related regulations are amended, the parties shall promptly revise the plan to comply with amendment(s).

An employee may annually elect to participate by choosing to receive benefits for the purposes set forth below, and in the amounts specified. The total amount elected shall be deducted from each employee's compensation.

Prior to the beginning of the plan year (which begins January 1 of each year), each employee shall, in writing, designate the dollar amount(s) elected for that year for each of the following benefits:

1. Premiums for group health and dental insurance
2. Reimbursement for the amount of medical care expenses not covered by insurance or otherwise, as defined in Code Section 213, up to a maximum of the amount allowed by law.
3. Reimbursement for dependent care assistance as defined in Code 129, up to a maximum of Five Thousand (\$5,000.00) Dollars or Two Thousand Five Hundred (\$2,500.00) Dollars if a married participant files a separate claim.

The amounts designated may not be changed during the plan year except on account of a change in the participant's family status or other circumstance provided in Code Section 125 or its related regulations. Any amount designated for reimbursement which remains unused at the end of a plan year shall be forfeited and not otherwise paid to the employee during that year, or carried over to a succeeding plan year.

The total amount(s) of the benefits elected pursuant to the plan shall be deducted in equal amounts from the employee's salary payments during the plan year, unless otherwise specified.

Claims for reimbursement may be submitted no more than once per month, unless an agreement with a plan administrator provides otherwise. Claims for reimbursement must be for services received during the plan year.

E. Payroll Verification

Payroll verification sheets will be distributed by September 15. Payroll verification sheets must be signed and returned to the Business Office by September 30.

ARTICLE 6: TERMS OF EMPLOYMENT

A. Determination of Salary Structure Salaries

Compensation for assignments shall be determined by reference to the compensation schedule attached as Appendix A to this Agreement and salary calculations defined in Section B below. The placement and movement of each teacher on the relevant compensation schedule will be accomplished and agreed to by the Director of Human Resources and the Association President. Each member of the bargaining unit shall confirm the actual salary for each year of the agreement by signing a salary verification form.

The Board and the Association agree that as of the effective date of this Agreement, all members of the bargaining unit have been placed on Appendix A according to their step placement at their time of hire with the School District plus their years of service with the School District, that such placement fully and finally resolves the grievance filed by the Association on August 9, 2017 as well as all individual salary schedule placement or movement issues that may have arisen prior to this Agreement, and that there shall be no further claim of any kind with respect to such salary schedule placement or movement. The Board and the Association further agree that the placement and movement of bargaining unit members on Appendix A under this contract is correct and resolves all prior individual salary schedule placement or movement issues.

B. Compensation Structure for Teaching Assignments

The salaries set forth in Appendix A shall be determined as follows:

1. Base Salary

The base salary shall increase during each year of this Agreement as follows:

For the 2017-18 school year, the base salary shall be the base salary for the prior school year, with no increase.

For the 2018-19 school year, the base salary for the prior school year shall be increased by .50%.

For the 2019-20 school year, the base salary for the prior school year shall be increased by .50%.

For the 2020-21 school year, the base salary for the prior school year shall be increased by .50%.

Notwithstanding anything contained in this Agreement to the contrary, if the State enacts legislation that negatively impacts the District's 2017, 2018, 2019, or 2020 tax levies, there will be no base salary increase for the 2018-19, 2019-20, or 2020-21 school years. Step movements and lane changes will take place.

The BA+30 Lane shall no longer be accessible for those members of the bargaining unit who have not already attained this lane by the 2018-19 school year. Any member of the bargaining unit currently in this lane is grandfathered until such time as he/she qualifies for movement into the next lane.

2. Step Movement

A Member of the Bargaining Unit shall advance one step for every school year in which they actually teach or otherwise are present and participating in the District's educational program for 120 days or more. Days of leave under the Federal Family Medical Leave Act that a Member of the Bargaining

Unit is required to take until the end of the school year shall be considered days of teaching or participation in the District's educational program.

3. Members of the Bargaining Unit Beyond Step 23

Members of the Bargaining Unit who are beyond Step 23 shall receive an increase of two percent (2%) over their previous school year's salary (in lieu of step or base salary increases), provided they actually taught or otherwise were present and participating in the District's educational program for 120 days or more. Days of leave under the Federal Family Medical Leave Act that a Member of the Bargaining Unit is required to take until the end of the school year shall be considered days of teaching or participation in the District's educational program.

For the duration of this Agreement, the Board of Education shall pay 8.5% of the Member of the Bargaining Unit's TRS contribution. However, any reduction in the required teacher TRS contribution resulting from legislative changes shall be used to reduce the Board payment noted above.

C. Definition of Compensation Structure Terms

1. STEP: The term "Step" when used herein in reference to the Compensation Schedule for Teaching Assignments (Appendix A) shall describe the vertical location of the compensation schedule cell in which a Member of the Bargaining Unit is placed.
2. COLUMN: The term "Column" when used herein in reference to the Compensation Schedule for Teaching Assignments (Appendix A) shall describe the horizontal location of the compensation schedule cell in which a Member of the Bargaining Unit is placed.
3. SALARY: The terms "Salary" and "Base Salary", as used in the Article, do not include Appendix B pay, extra duty pay, overload pay, etc., or employer or member TRS contributions paid by the District.

D. Part-time Members of the Bargaining Unit

Base salaries and increases/adjustments for part time Members of the Bargaining Unit will be pro-rated based on their full-time equivalency.

E. Column Change

In order for a Member of the Bargaining Unit to qualify for a column change increase on the Compensation Schedule included as Appendix A of this Agreement, the Member of the Bargaining Unit must comply with the following conditions:

1. On the first or second working day of the school year for which such column change is claimed, provide the Superintendent or his/her designee with written notification that s/he has earned sufficient approved college credit to qualify for such column change; such notification to be on a form provided by the Superintendent or his/her designee.
2. By September 20 of the school year for which such column change is claimed, the Member of the Bargaining Unit shall provide the Superintendent or his/her designee with official copies of transcripts that verify that s/he has earned sufficient approved college credit to qualify for such column change. In the event that an official transcript is not available due to causes beyond the control of the Member of the Bargaining Unit, a signed letter, containing the official seal of the college or university, from the registrar of the college or university or the dean of the college in which the course(s) were taken shall be acceptable verification; however, an official transcript shall be provided as soon as such becomes available. In the absence of such verification, a Member of the Bargaining Unit shall not qualify for a column change.

F. Compensation for Members of the Bargaining Unit Rated Unsatisfactory and on Remediation

A Member of the Bargaining Unit who has been rated Unsatisfactory and placed on remediation pursuant to Article 10 Member of the Bargaining Unit Evaluation shall, for the duration of his/her period of remediation, remain at the same Compensation Schedule for Teaching Assignment (Appendix A) vertical step and horizontal column placement in effect during the school year in which the Unsatisfactory rating was assigned.

Note: This limitation shall not apply to placement on the Supplementary Assignment Compensation Schedule (Appendix B).

A Member of the Bargaining Unit who has been rated “Unsatisfactory” and is placed on remediation pursuant to Article 10 (Member of the Bargaining Unit Evaluation) for the 2017-18 school year shall not receive the salary compensation outlined in Article 6 for the 2017-18 school year. If such Member of the Bargaining Unit is rated “Proficient” at the conclusion of the period of remediation and prior to the start of the 2018-19 school year, he/she shall receive the salary compensation outlined in Article 6 for the 2018-19 school year. If such Member of the Bargaining Unit is rated “Excellent” at the conclusion of the period of remediation and prior to the start of the 2018-19 school year, he/she shall receive the salary compensation outlined in Article 6 for both the 2017-18 and 2018-19 school years.

A Member of the Bargaining Unit who has been rated “Unsatisfactory” and is placed on remediation pursuant to Article 10 (Member of the Bargaining Unit Evaluation) for the 2018-19 school year shall not receive the salary compensation outlined in Article 6 for the 2018-19 school year. If such Member of the Bargaining Unit is rated “Proficient” at the conclusion of the period of remediation and prior to the start of the 2019-20 school year, he/she shall receive the salary compensation outlined in Article 6 for the 2019-20 school year. If such Member of the Bargaining Unit is rated “Excellent” at the conclusion of the period of remediation and prior to the start of the 2019-20 school year, he/she shall receive the salary compensation outlined in Article 6 for both the 2018-19 and 2019-20 school years.

A Member of the Bargaining Unit who has been rated “Unsatisfactory” and is placed on remediation pursuant to Article 10 (Member of the Bargaining Unit Evaluation) for the 2019-20 school year shall not receive the salary compensation outlined in Article 6 for the 2019-20 school year. If such Member of the Bargaining Unit is rated “Proficient” at the conclusion of the period of remediation and prior to the start of the 2020-21 school year, he/she shall receive the salary compensation outlined in Article 6 for the 2020-21 school year. If such Member of the Bargaining Unit is rated “Excellent” at the conclusion of the period of remediation and prior to the start of the 2020-21 school year, he/she shall receive the salary compensation outlined in Article 6 for both the 2019-20 and 2020-21 school years.

A Member of the Bargaining Unit who has been rated “Unsatisfactory” and is placed on remediation pursuant to Article 10 (Member of the Bargaining Unit Evaluation) for the 2020-21 school year shall not receive the salary compensation outlined in Article 6 for the 2020-21 school year. If such Member of the Bargaining Unit is rated “Proficient” at the conclusion of the period of remediation and prior to the start of the 2021-22 school year, he/she shall be eligible to receive any Appendix A salary increase under this Article 6 negotiated for the 2021-22 school year. If such Member of the Bargaining Unit is rated “Excellent” at the conclusion of the period of remediation and prior to the start of the 2021-22 school year, he/she shall receive the salary compensation outlined in Article 6 for the 2020-21 school year and shall be eligible to receive any Appendix A salary increase under this Article 6 negotiated for the 2021-22 school year.

The foregoing shall also apply to Members of the Bargaining Unit in Longevity (Beyond Step 23).

The foregoing shall not apply to placement on the Supplementary Assignment Compensation Schedule (Appendix B).

G. Length of the School Day

1. The normal school day for Members of the Bargaining Unit shall be established by the Board of Education; shall not exceed seven (7) hours and fifty-five (55) minutes consecutively (except as provided in Paragraph 2 below), including the time the Member of the Bargaining Unit is required to be in attendance before and after the normal school day for students; and shall be scheduled between the hours of 7:30 a.m. and 3:40 p.m. Members of the Bargaining Unit shall work from 7:30 am until 3:10 pm except as noted in Paragraph 2, below.
2. In the event that it is necessary for classes to be taught either before 7:30 a.m. or after 3:40 p.m., a Member of the Bargaining Unit will not be assigned these classes without a joint meeting of the Member of the Bargaining Unit, Division Head, and Principal. A Member of the Bargaining Unit shall not be required to be in attendance any more than seven (7) hours and fifty-five (55) minutes consecutively.

H. Teaching Load

The normal teaching load of a full-time Teacher shall be five (5) class periods of classroom instruction per day. These five (5) class periods may be a combination of teaching assignments and student supervision.

The teaching load of a full-time interdisciplinary Teacher shall be the normal teaching load of students for Teachers of their discipline.

An assignment load of more than five (5) class periods of classroom exposure per day for a full year, except for those arranged and agreed to as noted in the following paragraph, shall constitute an overload. An overload, in this instance, shall be paid at the rate of \$8,400.00 for each additional class period of overload for a full year course. When the assignment load of more than five class periods as noted herein is for less than one full year, the \$8,400.00 rate shall be divided by the total number of Member of the Bargaining Unit work days for that year, and multiplied by the number of overload days scheduled to determine the total overload salary.

WCHSTA members will have first right of refusal of additional sections before they are offered as part time positions.

A Member of the Bargaining Unit assigned to work in one of the following job classifications shall be considered an exception to the normal teaching load specified above, and his/her assignment load shall be determined by the Superintendent or his/her designee:

1. Librarian
2. Work-study program Teacher
3. A special education staff member will be expected to provide 5 class periods per day of direct contact with students and 2 class periods per day of indirect contact. Indirect contact includes planning; checking student progress in class and on the IEP; conferring with regular education or special education staff; contacting parents; and case management responsibilities
4. Tutor/Academic Skills Center Teacher
5. STAR Teacher
6. Professional Educator License, School Support Staff (e.g., guidance counselor, social worker, nurse)

No Teacher shall be assigned more than one (1) overload during any one (1) semester.

When the Board determines there is a need to employ a Teacher for an assignment that constitutes an overload, as defined above, notice of the availability of the assignment shall be posted as per Article 3.C. New teachers will be assigned two (2) course preparations and a common preparation period with their mentor, when possible.

I. Guidance Counselor Extended Year and Compensatory Time

A Member of the Bargaining Unit holding the position of guidance counselor may be assigned to work outside the regular school day up to six (6) days per school year for the purpose of registering students, provided the Member of the Bargaining Unit is given a compensatory day for each full evening of work (4-6 hours duration). Such compensatory time will be available to the guidance counselor beginning on the first day of the school year. Compensatory time is non-cumulative. Use of compensatory time shall follow the guidelines for personal day usage.

In addition, school guidance counselors shall work three (3) days prior to the work year for Members of the Bargaining Unit and three (3) days beyond the last day of the work year for Members of the Bargaining Unit. All six (6) days shall be paid at the counselor's regular per diem rate.

Also provided will be a total of ten (10) summer work days to be scheduled as needed. While the Division Head or Director is likely to work most of these ten (10) days, the Division Head or Director may mutually agree with one or more other counselors to work a portion of the total of ten (10) days. Such mutual agreement will be approved by the administration and shall be paid at the regular per diem rate of the counselor involved.

If the Administration and Board determine that days of summer work are needed for librarians and nurses, they shall be paid at the regular per diem rate of the librarian or nurse involved. The days shall be cooperatively scheduled between the supervising administrator and the librarian or nurse as the case may be.

J. Compensatory Time for Work at Open House

If Prom is held on a work day and if Members of the Bargaining Unit attending Prom are granted early release on that same work day for the purpose of attending Prom, teachers who attended Open House during the same school year at the request of their supervisor for the purpose of representing their division's courses will also be granted early release on the work day of Prom. If early release is not granted to such Members attending Prom, or if Prom is not held on a work day, early release shall not be granted to such teachers who attended Open House.

K. Supervision of Students

The Association and the Board accept the belief that both the Members of the Bargaining Unit and Administration have a major responsibility for maintaining reasonable student behavior within the school building, and that reasonable student behavior is essential to the overall success of the school's educational program; therefore:

1. The Board will continue to establish and administer policies regarding student conduct so as to assist Members of the Bargaining Unit as they exercise their student supervision responsibilities.
2. The professional responsibilities of the Member of the Bargaining Unit include supervision in the hallways during passing periods and for the time necessary to clear the halls at the beginning and end of preparation periods, responding to disturbances during preparation periods, and giving reasonable aid to specific problem situations when requested by the Principal or his/her designee.

L. Association President Release Time

The Association President shall be granted one class period of release time each semester for the purpose of conducting Association business.

M. Hepatitis B Vaccination

The Hepatitis B Vaccination will be provided for individuals listed in category A or B in the Board of Education rules and regulations related to bloodborne pathogens. If an individual believes that his/her position should be listed in Categories A or B in the Board of Education rules and regulations related to bloodborne pathogens, the individual may request that the Superintendent submit the position to the Board of Education for inclusion in Categories A or B.

The Board of Education will consider the appeal at the next scheduled committee meeting and will submit a recommendation for review at the next regularly scheduled Board of Education meeting.

N. Member of the Bargaining Unit Assignments

The Board shall notify each Member of the Bargaining Unit no later than the last Member of the Bargaining Unit work day of the school year of his/her anticipated teaching assignment for the following school year. Any changes in such assignments shall be communicated as promptly as feasible.

O. Supplemental Assignment Compensation Schedule – Appendix B

All persons filling positions included in Appendix B shall be compensated in accordance with Appendix B.

P. Maintenance of Membership

Each employee shall, except as provided in paragraph three below, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, join the Association or pay a fair share fee to the Association in accordance with the established Association procedures, the Illinois Educational Labor Relations Board and applicable law.

In the event that the employee does not pay the fair share fee directly to the Association by the date specified above, the Board shall deduct the fair share fee from his/her wages on the same schedule as regular dues are deducted. The Association shall certify the amount of the fair share fee to the Board in writing by the first day of September annually. Such fee payments shall be paid to the Association by the Board in installments on the same schedule as the payroll deduction of Association dues.

Employees who were employed as members of the bargaining unit as of June 1, 1993, and who were not then members of the Association are specifically exempt from the provisions of this section unless and until they subsequently voluntarily become members of the Association. However, any employee who held membership in the Association as of June 1, 1993, and who subsequently voluntarily resigns membership in the Association is subject to the provisions of this section.

The Association agrees to defend, indemnify, and save the Board harmless against any claims, demand, suit, or other form of liability taken by the Board in complying with the provisions of this Section, provided that this Section shall not apply to any claim, demand, suit, or other form of liability which may arise as a result of the Board's failure to comply with the obligations imposed upon it by this Section.

Q. Special Education Placement

The Board of Education will follow State and Federal Law regarding the placement of Special Education students.

R. Interdisciplinary Course Development

1. Expenditures for New Courses

- a. All new courses will be allocated summer curriculum writing monies to prepare for the new course. The sums allocated are to be based on the complexity of the task.
- b. Teachers may receive funding for attendance at conferences/workshops which specifically address content or skills in the new course.
- c. Consultants who have expertise in a particular skill or the content of the new course may be employed.
- d. Teachers may be granted release time to work on a new course with other teachers, consultants, or Division Heads.

2. Release Time for Semester(s)

Release time may be granted according to the following criteria:

- a. The release time granted for the course must recognize the need for a team of teachers to meet on a daily basis to plan units of instruction.
 - b. The complexity of the course(s) requires daily meetings to plan for the course.
 - c. The departments affected by the release time should not experience an increase in overall class size for the department.
3. Reduction of Teaching Load

The teaching load of teachers in an interdisciplinary assignment may have their teaching load reduced from five (5) class periods to four (4) class periods according to the following criteria:

- a. The number of disciplines involved requires more time for teachers to plan for instruction and to develop schedules and activities for diverse ability groups.
- b. The success of the program is in jeopardy.
- c. The released time would not result in an increase of class size in the affected disciplines. The student load of the teachers in the program will be the same as that of teachers in their department who teach five (5) classes.

S. Work from Home

No member of the bargaining unit shall be assigned by the District to work from home for any portion of their assigned workday. However, nothing herein precludes a member of the bargaining unit from voluntarily performing work-related tasks from her/his home as long as such tasks are not established as conditions of employment by the employer. The Association agrees that it will not in any way impose or imply any limitations on tasks the member of the bargaining unit chooses to do of her/his own volition.

In the event that E-learning legislation is passed, the Board and the Association will negotiate the impact.

ARTICLE 7: LEAVE

A. Sick Leave

Sick Leave shall be defined as paid leave of absence granted to a Member of the Bargaining Unit for the purpose of protecting the Member of the Bargaining Unit against loss of pay due to personal illness or the illness of a family member as specified below.

Each Member of the Bargaining Unit shall be entitled to thirteen (13) Sick Leave days with full pay per school year. Sick leave will be taken in 1/4th day increments. Each part-time Member of the Bargaining Unit or full-time Member of the Bargaining Unit employed after the beginning of the school year shall be entitled to Sick Leave based on the employee's percentage of full-time or full year employment.

A Member of the Bargaining Unit may accumulate unused Sick Leave days up to a total of three-hundred forty (340) days. Each Member of the Bargaining Unit shall have available each school year all Sick Leave theretofore accumulated plus his/her annual entitlement of thirteen (13) Sick Leave days.

A Member of the Bargaining Unit shall be granted Sick Leave for the following reasons:

1. Personal illness of the Member of the Bargaining Unit.
2. Quarantine at home.
3. Serious or terminal illness of a child, parent or legal guardian of the Member of the Bargaining Unit or his/her spouse, brother, sister, aunt, uncle, sister-in-law, brother-in-law, grandchild, grandparent, daughter-in-law, or son-in-law of the Member of the Bargaining Unit or his/her spouse, or any member of the Member of the Bargaining Unit's immediate household. The term "spouse", as used throughout the agreement shall have the same meaning as ascribed to that term in the Illinois Religious Freedom Protection and Civil Union Act (Public Act 096-1513).
4. Adoption of a child under six (6) years of age. The total period of absence for this purpose may not exceed twelve (12) weeks. A Member of the Bargaining Unit without sufficient current and accumulated paid leave to cover the entire requested period of absence for this purpose shall be entitled to any unpaid leave of absence equal to the portion of the requested period of absence that is not covered by such paid leave, upon written certification by the Member of the Bargaining Unit to the Personnel Office of the necessity for such unpaid leave.

Sick Leave shall not apply for cosmetic surgery during the school year except when required as a result of injury or accident.

The Board may require a physician's certificate or, if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during Sick Leave after an absence of three (3) consecutive- days for personal illness, or as it may deem necessary in cases where misuse of Sick Leave seems apparent.

B. Bereavement Leave

Bereavement Leave shall be defined as paid leave of absence granted to a Member of the Bargaining Unit for the purpose of protecting the Member of the Bargaining Unit against loss of pay due to the death of a family member as specified below.

Each Full-Time Member of the Bargaining Unit shall be entitled to three (3) Bereavement Leave days with full pay per school year. Each part-time Member of the Bargaining Unit or full-time Member of the Bargaining Unit employed after the beginning of the school year, shall be entitled to Bereavement Leave on

a pro rata basis. If additional days are required, those days will be deducted from Sick Leave. Said Bereavement Days need not be taken contiguously and may be taken in quarter-day increments.

A Member of the Bargaining Unit shall be granted Bereavement Leave for the following reason:

Death of a child, parent, legal guardian, brother, sister, grandchild, grandparent, brother-in-law, sister-in-law, aunt, or uncle of the Member of the Bargaining Unit or his/her spouse or of any member of the Member of the Bargaining Unit's immediate household.

Requests for Bereavement Leave of persons not covered in this Agreement may be made to the Superintendent or his/her designee. Decisions on each request will be made on an individual basis.

C. Duty Connected Disability

A Member of the Bargaining Unit who is absent due to a duty connected injury and who receives Workers' Compensation insurance payments for such absence shall be paid the difference between the amount of such Workers' Compensation payments and the Member of the Bargaining Unit's full salary. Pro rata deductions from accumulated sick leave shall be made only for such sick leave payments.

D. Personal Leave

Each Member of the Bargaining Unit shall be entitled to use up to eight (8) quarter days (the equivalent of two full days) per school year as personal business leave without loss of pay for matters which it would be unreasonable to expect the Member of the Bargaining Unit to handle during non-school days or hours. Personal leave shall also be available for use as sick leave. All personal leave will be taken in 1/4th day increments.

Unused Personal Leave shall accumulate up to three (3) days. Other unused non-cumulative personal leave shall be added to accumulated sick leave annually (e.g. if a Member of the Bargaining Unit has two (2) personal days remaining at the end of the school year, on the next July 1, one (1) of the remaining personal leave days will be added to accumulated sick leave. The other day shall remain for use during the subsequent school year as a personal leave day).

Written notification for such leave shall be made to the Human Resources Office without reasons stated, no later than Noon of the preceding school day of such leave, provided that in an emergency such notice shall be given as soon as feasible. Such leave will not be granted during the first three (3) or last three (3) Member of the Bargaining Unit employment days or the day immediately preceding or following a school vacation holiday, or non-attendance day, provided these restrictions shall not apply to religious holidays, emergencies, or unavoidable legal business of a personal or family nature, or non-discretionary family obligations beyond the control of the Member of the Bargaining Unit. Said family obligations shall be limited to those involving the Member of the Bargaining Unit; the child, parent, or legal guardian of the Member of the Bargaining Unit or his/her spouse; brother, sister, aunt, uncle, sister-in-law, brother-in-law, grandchild, grandparent, daughter-in-law, or son-in-law of the Member of the Bargaining Unit or his/her spouse; or any member of the Member of the Bargaining Unit's immediate household. In the case where a Member of the Bargaining Unit requests personal leave on a prohibited day for one of the four reasons noted above, he/she shall furnish the reason for his/her leave to the Human Resources Office. In the case of a non-discretionary family obligation, the request shall be made no fewer than fifteen (15) calendar days prior to the requested date of leave.

If a Member of the Bargaining Unit certifies to the Human Resources Office that two (2) days of personal leave have been or will be used for taking part in religious observances or recognized religious holidays of his/her faith not otherwise scheduled as school holidays, a third day will be granted.

If a Member of the Bargaining Unit certifies to the Human Resources Office that three personal days have been used for religious observance or recognized religious holidays of his/her faith not otherwise scheduled

as school holidays, a fourth personal leave day for personal business will be granted provided that the Member of the Bargaining Unit agrees to provide five class periods of internal substitution, or its equivalent, without compensation, during the same school year.

If a Member of the Bargaining Unit certifies to the Human Resources Office that s/he needs additional personal days for the completion of an adoption, the Human Resources Office shall grant up to two (2) days within the current school year as needed.

Personal business leave shall not be available for purposes of recreation, any activity which produces taxable income (other than capital gains), or during a work-stoppage of any kind.

If the Member of the Bargaining Unit fails to qualify for a Personal Leave as defined above and takes an unauthorized leave on one or more of the prohibited days noted above, said Member of the Bargaining Unit's pay shall be reduced at a per diem rate of his/her Appendix A Salary divided by the total number of the Member of the Bargaining Unit work days for that year. . If, in addition to taking leave on a prohibited day, the Teacher takes additional Personal Leave days on days contiguous to the prohibited day, that leave shall be deemed unauthorized, and his/her pay shall be reduced at the per diem rate.

E. Military Leave of Absence

A Military Leave of Absence shall be granted in accordance with applicable law. A Member of the Bargaining Unit shall be granted a Military Leave of Absence pursuant to the requirements of the *Illinois School Code* and other applicable laws. Application for leave shall be made in writing to the Superintendent or his/her designee.

F. Unpaid Leave of Absence

Leave of Absence for two years without pay, following completion of the contract year, may be granted a tenured Member of the Bargaining Unit if the request is made prior to February 15.

After February 15, leave may be granted subject to finding a suitable replacement. Such leaves may be granted for:

1. Furthering education
2. Exchange teaching (domestic and/or foreign)
3. Teaching assignments in foreign countries.

Leave of Absence for one (1) year or one (1) semester without pay, following completion of the contract year, may be granted to a tenured Member of the Bargaining Unit if the request is made prior to February 15. After February 15, leave may be granted subject to finding a suitable replacement. Such leaves may be granted for:

1. Furthering education.
2. Exchange teaching (domestic and/or foreign).
3. Teaching assignments in foreign countries.
4. Travel.
5. Employment in areas related to his/her teaching specialty.

6. Death or serious illness in the immediate family (spouse, child, or parent of the Member of the Bargaining Unit).
7. Child-rearing: The welfare of a Member of the Bargaining Unit's child necessitates the presence of the Member of the Bargaining Unit in the home.

With regard to "furthering education" as shown above, the provisions included in "Unpaid Educational Leave of Absence" (Section H, below) shall not apply to "furthering education" unless explicitly stated in Section H, below.

The total number of Leaves of Absence granted by the Board under the terms of this Article shall not exceed ten percent (10%) of the total number of Members of the Bargaining Unit employed.

Upon return to District 94, step advancement on the Compensation Schedule shall be granted to individuals receiving Leave of Absence for exchange teaching on a full-time basis or teaching assignments in foreign countries on a full-time basis.

If a mutually-acceptable agreement for advancement or non-advancement on the Compensation Schedule for other than full-time teaching can be arrived at by the Member of the Bargaining Unit and the Superintendent prior to the application for leave of and copies submitted with application for Leave of Absence, such agreement shall be reduced to writing and shall be signed by the Member of the Bargaining Unit and the Superintendent and copies submitted with application for Leave of Absence.

A notice of intent to return or not to return for the subsequent academic year shall be filed with the Superintendent or his/her designee on or before February 15 of the last year of the Leave of Absence. Failure to file said notice of intent to return or not to return for the subsequent academic year with the Superintendent or his/her designee on or before February 15 of the last year of the leave of absence shall constitute a voluntary resignation as a Member of the Bargaining Unit employed by the Board, provided that the Superintendent or his/her designee has sent a notification by certified mail on or before January 15 of the last year of the leave of absence reminding the Member of the Bargaining Unit of the requirement to furnish said notice.

G. Unpaid Leave of Absence -Insurance

A Member of the Bargaining Unit on any type of unpaid Leave of Absence after FMLA may, at his/her own expense, remain a member of the Group Life Insurance Plan and the Group Hospital/Major-Medical Insurance Plan and may continue to purchase Group Term Life Insurance for Dependents subject to the following conditions:

1. The Member of the Bargaining Unit shall notify the Board in writing of the election to continue the insurance thirty (30) days prior to the commencement of the leave of absence.
2. The payment by the Member of the Bargaining Unit shall be received by the Board at least thirty (30) days prior to the payment of the monthly premium.

If the Board's insurance carrier shall not agree to continue the participation of the Member of the Bargaining Unit on leave as part of the insurance group, the parties shall promptly meet to find an alternative course of action to avoid interruption of coverage.

H. Unpaid Educational Leave of Absence

A Member of the Bargaining Unit who takes an unpaid educational leave of absence for the purpose of furthering education at an accredited institution may desire to purchase service credit with Teachers' Retirement System (TRS) under conditions stipulated by TRS and/or continue health insurance benefits with Community High School District 94.

To obtain a year of credited service, a Member of the Bargaining Unit can apply to TRS for such credit under the provisions of the Optional Service Credit set forth by TRS.

The actual payment for the Optional Service Credit shall be made by the Member of the Bargaining Unit at a time of his/her own choosing or dictate of TRS. When the District is provided with evidence of application to, and authorization of, purchase of the Optional Service Credit by the Member of the Bargaining Unit and TRS, the District shall reimburse the District share of TRS based on the salary earned by the Member of the Bargaining Unit during the year immediately prior to the year of the approved unpaid educational leave of absence.

In addition, the Member of the Bargaining Unit can receive reimbursement for health and dental insurance premiums based on the coverage in which the Member of the Bargaining Unit is enrolled during the year immediately prior to the year of the unpaid educational leave of absence. During such year the Member of the Bargaining Unit shall pay health insurance premiums. The District contribution shall be capped at the District share in effect for the 2006-07 school year. Shown below are the monthly caps for the Board share of the health and dental insurance subject to the provisions of Section H of Article 7 – Leave:

	<u>Single:</u>	<u>Family:</u>
Health – PPO:	\$320.09	\$1,028.34
Health – HMO:	\$297.38	\$521.90 (single + spouse), \$553.31 (single + child/ren), \$795.34 (family)
Dental:	\$29.04	\$74.08

Reimbursement shall be made on the following schedule:

Years of Employment in District Following Completion of Unpaid Leave of Absence for which Optional Service &/or Health Insurance is Purchased by the Member of the Bargaining Unit	Percent of Total District Share of TRS &/or Health Insurance Payment to be Reimbursed by District for One Year of Unpaid Leave of Absence for a Member of the Bargaining Unit on Unpaid Educational Leave of Absence
1	20%
2	20%
3	20%
4	20%
5	20%

The District will pay this benefit to the Member of the Bargaining Unit no later than June 1 of each year during which the benefit applies.

The provisions included herein for unpaid educational leave of absence shall not apply to other unpaid leaves of absence.

I. Family and Medical Leave Act

Members of the Bargaining Unit are entitled to leave according to the terms of the Family and Medical Leave Act of 1993 subject to the provisions as outlined in Policy ¶6020, ¶6020P: Family and Medical Leave and its accompanying Practices.

J. Other Leaves

Other types of Leaves not specifically covered by this Agreement shall be granted based on mutual agreement of the Board and the Member of the Bargaining Unit.

ARTICLE 8: EXTRA DUTY SALARY SCHEDULE

When the following extra duty positions are authorized by the Board and/or Superintendent, or his/her designee, the following schedule will apply. For the purpose of this Article, the rate of pay for those performing these responsibilities shall be in effect from the beginning of the current school year to the beginning of the succeeding school year.

A. Cafeteria Supervision

1. If Members of the Bargaining Unit are required for supervision of the student cafeteria, they shall be compensated at the rate of one-half of the internal substitute pay rate per each lunch period supervised.
2. The District will seek to use educational support staff or temporary supervisors in the cafeteria but will allow Members of the Bargaining Unit to volunteer first for cafeteria duty with the understanding that the District may decline to accept a volunteer if the performance of that volunteer on cafeteria duty has been determined to be unacceptable by the Administration.
3. If it is not possible to employ educational support staff, temporary supervisors, or volunteers, Members of the Bargaining Unit may be assigned on a rotating basis. Cafeteria supervision assignments shall be rotated on a regular basis to insure equitability.

B. Internal Substitute Teaching

1. The Principal or his/her designee shall employ an external substitute teacher, whenever feasible, to fulfill the functions of a Teacher who is absent. Each Division Head may provide a list indicating his/her preferences for substitute teacher.
2. If a Teacher is to be absent less than a full day or if it is not feasible to secure the services of an external substitute teacher, the Principal or his/her designee may assign or request other Teachers to perform internal substitutions according to the following criteria:
 - a. Each Teacher may be assigned to perform up to two (2) class periods of internal substitution within his/her department per school year during his/her non-teaching class periods.
 - b. A Teacher may be requested to perform internal substitutions in addition to the two (2) assigned pursuant to paragraph 1 of this Section. Such requested additional internal substitutions may be within or outside the Teacher's department and may be during a teaching or a non-teaching class period.
 - c. All internal substitution performed pursuant to paragraphs 1 and 2 of this Section shall be paid at the following rates:

2017-2018	\$32.00 per period
2018-2019	\$34.00 per period
2019-2020	\$36.00 per period
2020-2021	\$36.00 per period

C. Mentoring Program

Members of the Bargaining Unit serving as mentors will be paid a stipend for work outside the regular school hours. The amount of the stipend shall be determined by multiplying 32 hours times the curriculum pay rate in effect for the applicable year. The assignment of mentors will be the responsibility of the Mentoring Committee and the Human Resources Office.

D. Student Staffing

General Education Teachers who are invited to attend a Special Education staffing shall be paid the internal substitution rate for every staffing they attend during their preparation time after attending two (2) unpaid staffings. Said payment shall only occur when the General Education Teacher attends for the full preparation period.

E. Curriculum Writing

2017-2018	\$32.00 per period
2018-2019	\$34.00 per period
2019-2020	\$36.00 per period
2020-2021	\$36.00 per period

F. Summer School Teaching Rate

The rate of pay for teaching high school students during summer school shall be as shown below:

2017-2018	\$38.00 per period
2018-2019	\$40.00 per period
2019-2020	\$42.00 per period
2020-2021	\$42.00 per period

In addition, summer school teachers will be paid one (1) hour preparation for each day of teaching that equals or exceeds four (4) hours.

Members of the Bargaining Unit who teach Wildcat Driving School before and after school during the school year shall be paid at the summer school teaching rate.

G. Staff Development Teaching Rate

The rate of pay for teaching colleagues and other adults shall be as shown below:

2017-2018	\$38.00 per period
2018-2019	\$40.00 per period
2019-2020	\$42.00 per period
2020-2021	\$42.00 per period

In addition, district staff development presenters will be paid two hours preparation for each day of presentation that equals or exceeds four (4) hours.

H. Miscellaneous Duties

Payment for performance of miscellaneous duties not specifically identified above shall be made at the internal substitute rate. Such duties may include proctoring standardized national or state tests.

All such duty assignments must be specifically approved by a supervising administrator.

I. Translation Services

A Member of the Bargaining Unit who provides oral or written language translation at the request of the Principal or his/her designee which requires more than fifteen (15) minutes to complete shall be compensated at the rate of one-fourth of the internal substitute rate dollars per quarter class period or fraction thereof,

provided such translation is not related to the performance of the Member of the Bargaining Unit's regular duties and responsibilities.

ARTICLE 9: ACADEMIC FREEDOM

Academic Freedom shall be guaranteed to Teachers and no arbitrary limitations shall be placed upon the study, investigation, presentation, and interpretation of facts and ideas. The Board shall require the study and discussion of controversial issues in the classroom to be:

- A. Relevant to the educational purposes of the course.
- B. Appropriate with the maturity level of the students.
- C. Presented objectively.
- D. Presented without bias.
- E. Respectful of the rights of each student to arrive at his/her own conclusion.
- F. Free from influences that interfere with inquiry and teaching.

The Board shall support Teachers in the execution of this policy.

ARTICLE 10: MEMBER OF THE BARGAINING UNIT EVALUATION

The Professional Development Plan shall be maintained as part of the contractual agreement under separate cover for ease of distribution to all certified staff members to fulfill its annual distribution requirement.

ARTICLE 11: EVALUATION FILE

Each Member of the Bargaining Unit shall be entitled, upon request, to a copy of his/her current evaluation report. Each Member of the Bargaining Unit shall have the right to challenge an evaluation report which contains or is based on erroneous information or data through the grievance procedure as herein provided. If a correction of an evaluation report is made, the Member of the Bargaining Unit shall be entitled to a statement in writing that the correction has been made and that the correction appears in his/her personnel file.

ARTICLE 12: CLASS SIZE - PROGRAM ASSISTANTS COMMITTEE

The Board and the Association shall establish a standing committee for the purpose of reviewing the procedures for registering students for classes, the manner of assigning students to class sections, the number of students assigned to individual classes, and the need for and utilization of Program Assistants.

The Committee shall be comprised of two members appointed by the Board, one of whom must be a Board Member, and two members appointed by the Association. The chairperson shall be a member of the Committee and the chairpersonship shall alternate between a Board and an Association representative. For school years ending in an even number, a Board representative shall be chairperson; for school years ending in an odd number, an Association representative shall be chairperson.

The Committee shall meet annually by October 1 to analyze information and data regarding the previous year's student registration procedures and to make recommendations regarding the current year's registration procedures. The Committee shall also review current class sizes and may make recommendations regarding them.

The Committee shall meet annually by March 1 to analyze information and data relating to the Committee's purposes and to make recommendations regarding registration procedures, class sizes, and the sufficiency and utilization of program assistants.

Additional meetings of the Committee may be scheduled by the Committee or shall be called at the request of any two (2) members of the committee. However, the Committee shall not meet more frequently than every sixty (60) days except at the request of at least three (3) members of the Committee. Nothing herein shall prohibit the Committee from adjourning a meeting to a later date.

Any recommendations developed by the Committee shall be forwarded to the Superintendent and Association President. Such recommendations shall be considered advisory.

ARTICLE 13: CURRICULUM COMMITTEE

- A. The District shall constitute a Curriculum Committee through which curriculum proposals to create new courses, delete existing courses, significantly modify existing courses or consolidate courses or programs shall flow. The Curriculum Committee shall consist of: (1) a representative from each department, (2) department Division Heads for the department with subject areas under consideration, (3) all directors, and (4) the building principal.
- B. The Board may, from time to time, establish one or more advisory curriculum committees in addition to the ongoing Curriculum Committee. The advisory committees may include teachers and administrators. The recommendations of advisory committees shall be reviewed by the Curriculum Committee. All Curriculum Committee and advisory committee meetings shall be posted at least five (5) school days in advance of the meeting.
- C. All curriculum proposals should be routed through the Curriculum Committee for its consideration and recommendation. Proposals which, for some substantive reason, cannot be advanced to the Committee in the normal sequence of its business should be explained in writing to the members of the Committee.
- D. The Curriculum Committee shall operate in accordance with paragraph B above, its minutes made available to the Association and the Board and a representative from the Committee may report to the Board on Committee deliberations.
- E. All Committee proposals shall be submitted to the Board with recommendations from the Superintendent.
- F. All curriculum committees serve solely in an advisory, consultative, and fact-finding role.

ARTICLE 14: ISSUES AND COMMUNICATIONS COMMITTEE

The Association and the Board or their respective designees shall meet at least quarterly during the school year as an Issues and Communication Committee to review and discuss problems of mutual interest, anticipate changes to educational programs, reflect on operational changes, build openness and trust and provide information to build a common knowledge base.

The Committee may also agree to request other internal and non-contractually mandated committees on which both parties have representation to define and clarify their role, composition, meeting schedule and current status for the purpose of the Committee's understanding and review.

The Issues and Communication Committee shall consist of four (4) members of the WCHSTA appointed by it and four (4) members from the District appointed by the Superintendent. Discussion leadership will be rotated between the parties and both parties shall agree upon minutes before they are distributed to the membership.

ARTICLE 15: MEMBER OF THE BARGAINING UNIT PROTECTION

- A. Any case of assault upon a Member of the Bargaining Unit while on duty for the School District shall be promptly reported to the Superintendent or his/her designee. The Board shall render reasonable assistance to the Member of the Bargaining Unit in the handling of the incident by law enforcement and judicial authorities.
- B. The Board acknowledges its responsibility under the *Illinois School Code* to provide protection against claims, suits, and assertions of liability against a Member of the Bargaining Unit and to provide indemnification for such.

ARTICLE 16: MAINTENANCE OF STANDARDS

The duties of any Member of the Bargaining Unit or the responsibilities of any position in the negotiating unit, not covered by this Agreement, shall not be substantially altered or increased without prior consultation and discussion with the Association.

Neither the above nor the contractual continued service status of a Member of the Bargaining Unit shall restrict the power of the Board to transfer a Member of the Bargaining Unit to a position which the Member of the Bargaining Unit is qualified to fill.

ARTICLE 17: INSURANCE

All insurance shall be in effect for the term of this Agreement. The Board and Association will continue to work through the established joint insurance committee to find cost savings for the District and its employees, and may recommend additional health insurance options to the Association and Board.

A. Group Insurance Programs:

1. Group Term Life Insurance Plan

Each Member of the Bargaining Unit shall be provided group term life insurance equal to one and one-half (1.5) times the total annual compensation s/he receives pursuant to Appendix A, Appendix B, and Appendix C of this Agreement. If this amount is not a multiple of \$1,000, it will be rounded to the nearest multiple of \$1,000, with \$500 rounded up.

2. Group Hospital/Major-Medical Insurance Plan

- a. The company selected to provide group hospital/ major-medical insurance for Members of the Bargaining Unit and the coverage provided shall be mutually acceptable to the Board and the Association.
- b. Each Member of the Bargaining Unit shall have the option to elect coverage as defined in the annual benefit booklet for each plan or to elect not to participate in the group hospital/major-medical insurance plan. Members of the Bargaining Unit may only receive coverage under the Deductible PPO plan (PPO2), High-Deductible/HSA HSA PPO plan (PPO3), or the BA HMO plan (HMO2).

3. Group Dental Insurance Plan

- a. The coverage provided shall be mutually acceptable to the Board and the Association.
- b. Each Member of the Bargaining Unit shall have the option to elect single coverage or family coverage or to elect not to participate in the group dental insurance plan.

4. Group Long-Term Disability Insurance Plan

Each Member of the Bargaining Unit shall participate in a group income protection plan described as follows:

The group income protection plan shall include twenty-four (24) hour accident coverage, which, in conjunction with any benefits from the disability section of the State of Illinois Teachers' Retirement Plan and/or Worker's Compensation, will guarantee the Member of the Bargaining Unit sixty percent (60%) of monthly total earnings (based on the Member of the Bargaining Unit's total salary as determined by the Compensation Structure and Appendices A, B, and C of this Agreement) up to a maximum benefit of \$5,000.00 per month. Said income protection plan shall provide coverage for a disability due to sickness or injury which results in the Member of the Bargaining Unit's inability to perform any and every duty pertaining to his/her job. Benefits will be payable after twenty-six (26) weeks of continuous disability and will continue to age sixty-five (65) for both accident and sickness.

5. Payment of Premiums

The following shall define the percentage of insurance premiums to be paid by the full-time Member of the Bargaining Unit and the Board pursuant to paragraphs 1, 2, 3, and 5 of this section.

- a. For Members of the Bargaining Unit whose first day of employment is prior to July 1, 2012:

Plan	Single Rate	Family Rate
Deductible PPO (PPO2)	20%	20%
High-Deductible/HAS PPO (PPO3)	15%	15%
BA HMO (HMO2)	15%	15%

- b. For Members of the Bargaining Unit whose first day of employment is on or after July 1, 2012:

1. For the period July 1, 2017 - June 30, 2021, the Board's share of the insurance premium for the plan elected by the Member of the Bargaining Unit shall be 80% of the lowest-premium insurance plan available to the Member for the coverage level elected. The Member's share shall be the difference between the total premium cost for the plan at the coverage level elected by the Member, and the amount paid by the Board as calculated pursuant to this sub-section.

Example:

Assumptions (Not based on actual premiums)

- For single coverage, PPO3 is the lowest-premium insurance plan at \$4,540/yr.
- For employee + Spouse coverage, HM02 is the lowest-premium insurance plan at \$10,372/yr.
- For Family coverage, PPO3 is the lowest-premium insurance plan at \$15,449/yr.

If the Member were to elect single coverage under any available plan, the District's portion of the premium would be \$3,632 (80% of \$4,540), and the Member's share would be the remaining premium amount.

If the Member were to elect employee + spouse coverage under any available plan, the District's portion of the premium would be \$8,297 (80% of \$10,372), and the Member's share would be the remaining premium amount.

If the Member were to elect family coverage under any available plan, the District's portion of the premium would be \$12,359 (80% of \$15,449), and the Member's share would be the remaining premium amount.

2. The percentage of insurance premiums to be paid by full-time Members of the Bargaining Unit and the Board pursuant to paragraphs 1, 2, 3, and 5 of this section beginning July 1, 2021 shall be negotiated by the parties pursuant to Article 20 and Article 23 of this Agreement.
- c. Any Member of the Bargaining Unit beyond at Step 23 on the salary schedule may retain insurance coverage (family or single) at the specified percentage contribution (see Table 5a. in this section) for the duration of this contractual agreement. In the event that said member qualifies to move from single to family coverage, he/she shall move to the family rates noted in section a. above, with any increased employee premium contributions being phased in over the course of four school years (including the school year in which said member moves from single to family coverage).

6. Part-Time Members of the Bargaining Unit

For each part-time Member of the Bargaining Unit, the Board shall pay twenty (20%) percent of the premium cost the Board would pay for group insurance provided pursuant to paragraphs 1, 2, 3, and 5 of Section a. of this Article if the Member of the Bargaining Unit were employed on a full-time basis times the number of class periods the Member of the Bargaining Unit is contracted to teach; the Member of the Bargaining Unit shall pay the remainder of the premium cost through payroll deductions. However, to be eligible for benefits under paragraphs 2 and 3 of Section a. of this Article, the Member of the Bargaining Unit must be employed no less than the minimum time determined by and acceptable to the insurance carrier.

(Example: For a Member of the Bargaining Unit employed to teach three (3) class periods per day, the Board shall pay sixty percent (60%) of the amount the Board would pay if the Member of the Bargaining Unit were employed on a full-time basis, and the Member of the Bargaining Unit shall pay the remainder.)

7. The Board and the Association shall retain an impartial insurance consultant by no later than 120 days after the effective date of this Agreement; if they are unable to agree on such a consultant, then the Board's insurance agent shall act as such consultant. The Board shall be responsible for the cost of the consultant.

Unless the Board and the Association otherwise agree, prior to January 1 of each year the consultant shall meet with the Insurance Committee to review the District's medical insurance plans and coverages. Regardless of whether such a meeting has occurred, the consultant shall annually recommend changes to said plans and coverages (including, but not limited to changes to deductibles, co-pays, and benefits) so that there will be no more than a five percent (5%) increase to the District's total medical insurance premium costs from the prior plan year. Such recommendations shall be made to the Board and the Association by no later than March 31, and shall include an analysis of the financial impact of the recommended changes to the District. The Board and the Association shall then have until no later than April 30 to discuss and agree to such recommendations.

To the extent that the Board and the Association do not agree to the recommended changes by April 30, the terms and coverages of the District's medical insurance plans and coverages for the current plan year shall remain in effect for the following plan year. The District and the Members of the Bargaining Unit who receive medical insurance through a District plan shall pay their respective percentage amounts for medical insurance premiums, up to 105% of the prior plan year's premiums. The District and the Members of the Bargaining Unit who receive medical insurance through a District plan shall each pay one-half of the amount of any increase in medical insurance premiums that is more than 105% of the prior plan year's premiums.

Additionally, and notwithstanding any provision to the contrary in this Agreement or other agreements between the parties, if changes are enacted into law under state, federal or local laws and/or regulations which render any insurance plans or benefits provided under this Article out of compliance or which

would subject the Board to any penalties or surcharges, such as the “Excise Tax” provided for in Section 4980I of the Internal Revenue Code (either directly for self-insured coverage or indirectly through an insurer for fully-insured coverage), then this provision of the Agreement will become open for negotiations and the Board and the Union will bargain in order to adopt one or more plan design changes that are sufficient to bring such plans or benefits into compliance with law and/or that are sufficient to avoid any penalties or surcharges imposed.

8. Dependent Life Insurance Coverage

The Board shall make available to each Member of the Bargaining Unit group life insurance for dependents, the cost of which shall be paid by the Member of the Bargaining Unit through payroll deductions.

9. Additional Term Life Insurance

- a. The Board shall make available to each Member of the Bargaining Unit and each retiring Member of the Bargaining Unit a plan by which additional term life insurance may be purchased by a Member of the Bargaining Unit or a retiring Member of the Bargaining Unit to increase his/her own coverage. Such additional coverage must be in multiples of \$1,000.00 and its purchase is subject to the following conditions:
 - b. A Member of the Bargaining Unit remaining in active service shall pay the cost of such insurance through payroll deduction.
 - c. A Member of the Bargaining Unit remaining in active service wishing to purchase additional insurance under this provision shall notify the Director of Business Services within the first ten (10) working days of the first semester of the school year.
 - d. A Member of the Bargaining Unit who is retiring at the end of the current school year and wishes to purchase insurance under this provision shall notify the Director of Business Services at least thirty (30) calendar days prior to the effective date of retirement.
 - e. A Member of the Bargaining Unit who is retiring at the end of the current school year shall pay the cost of such insurance on a semi-annual basis and due dates shall be established by the Director of Business Services. If payments are not received by these dates, the Board may cancel the insurance.
10. The parties agree that if the Illinois Human Rights Commission or any court of record shall determine that the payment of insurance benefits as prescribed by this Agreement is contrary to the statutory prohibition against discrimination based on marital status, they shall meet to renegotiate such payment of insurance benefits within forty-five (45) calendar days after the date on which one of the parties of this Agreement provides the other party with evidence that such a determination has been made.

B. Mental Health Parity Act

The Board shall take such actions as are reasonable and necessary to bring the group health insurance plan which provides coverage to the bargaining unit members covered by this Agreement (and their dependents) into compliance with the provisions of the Mental Health Parity Act (MHPA) for all plan years beginning after January 1, 1998. Thereafter, the Board shall take such actions as are reasonable and necessary to maintain compliance with the requirements of MHPA. The actions stated above shall be mutually acceptable to the Board and Association. The decision to exempt said group health plan from the requirements of MHPA, if compliance with MHPA results in an increased cost to said plan of at least one (1%) percent, shall be mutually acceptable to the Board and Association; and such exemption shall be claimed pursuant to MHPA, and any rules and regulations promulgated thereunder.

ARTICLE 18: RETIREMENT

A. Teacher Retirement System Plan

The plan set forth in this Section A will cease to exist and otherwise be null and void as of the last student attendance day of the 2020-21 school year. Provided, however, all Members of the Bargaining Unit who have elected to participate in this plan as of said date, and whose election has been approved, shall receive the benefits set forth in this plan, to the extent that they may be provided without obligating the Board to pay any new or additional employer contribution, charge, or penalty to the Illinois Teachers' Retirement System ("TRS") or any other State entity.

A Member of the Bargaining Unit with ten (10) or more years of service in the District and who is eligible for retirement through TRS may give irrevocable notice of retirement to the employer up to four years in advance of the expected retirement date. Notice shall be made to the Superintendent or his/her designee in writing no later than April 1 of the year prior to the year in which the bargaining unit member would begin participation. An individual agreement is executed that provides the member of the bargaining unit with a guaranteed (vested) benefit.

In the event employee circumstances change and the Member of the Bargaining Unit desires to retire earlier than stipulated in the initial letter, a second letter specifying the earlier retirement date must be received by the Superintendent or his/her designee no later than January 15th of the year in which the Member of the Bargaining Unit now seeks to retire. Under no circumstances shall a revised letter delay the retirement date or cause the District to incur any cost over and beyond what would have been incurred as a result of the submission and approval of the original letter requesting retirement.

Definitions:

1. Base Year – the last school year immediately preceding the first Notice Year
2. Notice Years – the years between the Base Year and the member of the bargaining unit's retirement from District 94 during which he/she realizes the benefits noted herein
3. Creditable Earnings – TRS Creditable earnings from all district sources and from any other non-district TRS employer received by the member of the bargaining unit for the performance of duties in the year preceding the first Notice year.
 - a. The Member of the Bargaining Unit leaves the salary and all extra duty schedules, and, in exchange for performing the same paid duties as the Base Year, receives a 6% increase in Creditable Earnings for each year of service covered by the Notice Years.

The bargaining unit members shall not perform any other duties during any of the Notice Years, unless the remuneration for such duties does not cause the member's total creditable earnings increase (from all sources, including non-district TRS employers) for any Notice Year to exceed six percent (6%). Under no circumstances will the bargaining unit member receive a total creditable earnings increase of more than six percent (6%) for any Notice Year, regardless of the duties performed during that Notice Year.

- b. The Member of the Bargaining Unit remains "off schedule" and receives a 6% increase for each notice year – up to four (4) years. (Four year notice, 6% for each of four years; three year notice, 6% for each of three years; Two year notice, 6% for each of two years; One year notice, 6% for one year).
 - c. All paid duties performed in the Base Year will be performed in the Notice Years. To the extent set forth in paragraph A.1. above, the performance of other paid duties may be permitted in the Notice Years.

- d. A Member of the Bargaining Unit may voluntarily resign from an extra duty assignment; however, the member of the bargaining unit's compensation would be reduced accordingly.
- e. A Member of the Bargaining Unit may be removed from a creditable earnings assignment by the Board only for cause. In such case, the compensation would be reduced accordingly. Elimination of a program would require a mutually agreeable alternative assignment.
- f. A member of the bargaining unit who takes courses or would otherwise "move" on the salary schedule, or move on an extra duty/stipend schedule, would receive no additional compensation beyond the 6% incentive.
- g. The Association agrees that the Board is not required to assign work that would result in creditable earnings that would result in excess of 6% more than the previous year's creditable earnings.
- h. The 6 % incentive raises are compounded in each of the notice years. (Year 1- \$80,000 X 1.06 = \$84,800; Year 2 - \$84,800 X 1.06 = \$89,888; etc.)
- i. The member of the bargaining unit would have to retire and the Notice Years would have to be included in the years used by TRS for "best four" calculations to be eligible for the incentive.
- j. The parties agree that if legislation is enacted or administrative rules adopted during the life of this agreement that adversely affects the Board's obligations or employee rights under any of the benefits set forth in this Article, then the provisions relating to such benefits are null and void, and the parties agree to meet within thirty (30) days of the passage of the legislation to renegotiate the provision and the impact on any and all employees.

The Board shall not place any limit on the number of eligible Members of the Bargaining Unit who may elect to participate in the retirement benefits noted in this section A.1.

B. Retirement Benefit

1. Unused Sick Leave

At the time of retirement or death, a Member of the Bargaining Unit with twenty (20) or more years of service in the District (or his/her beneficiary) shall receive \$30 per day for each day of sick leave up to 210 days that is unused and uncredited to Teachers' Retirement System. Payment will not be made until thirty (30) days after the effective date of retirement or the receipt of the final paycheck for regular earnings, whichever is later. The Member of the Bargaining Unit shall provide written notification to the Business Office by June 1st of the last year of employment of the number of days to be compensated.

2. Insurance

A Member of the Bargaining unit who retires from the District with twenty (20) or more years of District service ("retiree"), elects to participate in a hospital/major-medical insurance plan available through the Illinois Teacher Retirement System/THIS, and pays the premiums for such coverage, will be reimbursed by the District in an amount equal to forty-five percent (45%) of the premium for the lowest cost individual insurance plan option available through the Illinois Teacher Retirement System/THIS. This reimbursement shall be made for all such coverage provided to the retiree from the date of retirement until the date the retiree is eligible for Medicare.

This insurance benefit will cease to exist and otherwise be null and void as of the last student attendance day of the 2020-21 school year. Provided, however, all Members of the Bargaining Unit who have elected this benefit as of said date shall receive said benefit to the extent that it may be provided without

obligating the Board to pay any new or additional employer contribution, charge, or penalty to the Illinois Teachers' Retirement System ("TRS") or any other State entity.

3. Catastrophic Illness Provision

A Member of the Bargaining Unit who is planning early retirement, who has been diagnosed with a catastrophic illness and who has already exhausted or will be exhausting shortly his/her sick leave may file an application to the Board for an unpaid leave of absence for up to and including one (1) year. The application must include written physician documentation of the catastrophic illness and prognosis for return to full-time service.

Upon Board approval the Member of the Bargaining Unit shall continue to receive during the leave of absence the long-term disability insurance benefit offered by the District and the other benefits offered by the long-term disability insurance benefit and resulting from it.

ARTICLE 19: PROFESSIONAL GRIEVANCE PROCEDURES

A. Definitions

1. Grievance: A Grievance is a claim by the Association, a group of Members of the Bargaining Unit, or an Individual Member of the Bargaining Unit that there has been a violation, misapplication, or misinterpretation of the terms of this Agreement or a violation of written Board Policy.
2. Immediately-involved Supervisor: An Immediately-Involved Supervisor is the Administrator or Division Head responsible for the action that gave rise to the grievance.
3. Aggrieved Person: An Aggrieved Person is the Member of the Bargaining Unit, group of Members of the Bargaining Unit, or the Association making the claim.

B. Time Limits

As used herein "days" shall mean Member of the Bargaining Unit work days except that between school years "days" shall mean days on which the District business office is open.

C. Informal Procedure

Since the purpose of this procedure is to secure equitable solutions to grievances at the lowest possible administrative level and to keep the proceedings as informal and confidential as may be appropriate at any level of the procedure, nothing herein shall be construed as limiting the right of any Member of the Bargaining Unit having a grievance to discuss the matter informally with the appropriate member of the Administration, as outlined in Board Policy, and have the Grievance adjusted, provided that the Association has been notified and the adjustment is not inconsistent with the terms of the Agreement.

D. Formal Procedure

The parties acknowledge that it is usually most desirable for a Member of the Bargaining Unit and his/her Immediately-Involved Supervisor to resolve problems through free and informal communication.

The Board recognizes the right of the Association to designate its Grievance Committee and principal grievance representative. At least one Grievance Committee representative shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance which has been formally presented. When requested by the Aggrieved Person, the grievance representative may intervene to assist in the resolution. However, should such informal processes fail to satisfy the Aggrieved Person or the Association, it shall be stated in writing by the Aggrieved Person that it is unresolved and proceed to Step 1, then a grievance shall be processed as follows:

Step 1: Within sixty (60) calendar days after the facts on which the grievance is based first occurred or became known to the Aggrieved Person or the Grievance Committee of the Association, whichever is later, the Individual or Association shall present the Grievance in writing to the Immediately-Involved Supervisor, under the level of the Principal, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Aggrieved Person, the Association representative, and the Immediately Involved-Supervisor shall be present for the meeting. The Immediately Involved Supervisor must provide the Aggrieved Person and the Association with a written answer on the Grievance within six (6) days after the meeting. Such answer shall include reasons upon which the decision was based. The filing of the Grievance at this step shall occur within ten (10) days after failure to reach agreement under Section C above. Should the Immediately-Involved Supervisor be the Principal, Step 1 shall be omitted.

Step 2: If the Grievance is not resolved at Step 1, then the Grievance Committee shall refer the Grievance to the Principal within four (4) days after receipt of the Step 1 answer or within ten (10) days after the Step 1 meeting, whichever is the latter. The Principal shall arrange for a meeting with the representative of the Association's Grievance Committee to take place within ten (10) days of his/her receipt of the appeal. Each party shall have the right to include in its representation such witnesses and advisors as it deems necessary to develop the facts pertinent to the Grievance. Upon conclusion of the hearing the Principal will have six (6) days in which to provide his/her written decision to the Association.

Step 3: If the Grievance is not resolved in Step 1 or Step 2 as applicable, then the Grievance Committee shall refer the grievance to the Superintendent within six (6) days after receipt of the Step 1 or Step 2 answer as applicable, or within ten (10) days after the Step 1 or Step 2 meeting, as applicable, whichever is the latter. The Superintendent shall arrange for a meeting with the representative of the Association's Grievance Committee to take place within ten (10) days of his/her receipt of the appeal. Each party shall have the right to include in its representation such witnesses and advisors as it deems necessary to develop facts pertinent to the Grievance. Upon conclusion of the hearing, the Superintendent will have six (6) days in which to provide his/her written decision to the Association.

E. Arbitration

If the Association is not satisfied with the disposition of the Grievance at Step 3 or the Step 3 time limits expire without the issuance of the Superintendent's written answer, the Association may submit the Grievance to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as administrator of the proceeding so long as such Rules are consistent with this Agreement. The arbitrator's opinion and award shall be final and binding on the Association and the Board. If a demand for arbitration is not filed within thirty (30) days of the date from the Superintendent's Step 3 reply, then the Grievance will be deemed withdrawn.

An arbitrator shall be selected from the American Arbitration Association as described below:

1. A list of seven (7) arbitrators shall be secured from the arbitration service, provided that such list shall not include a resident of District 94.
2. Selection of the arbitrator shall be made by the parties from the list supplied as determined above. Final selection of the arbitrator shall be made by the parties alternately striking a name from the list until one (1) name remains and this person shall serve as arbitrator. The party eligible for the first deletion shall be determined by chance.
3. If the final arbitrator named is unable to serve, the last name struck from the list shall be the alternate.

The arbitrator shall have no power to alter the terms of this Agreement. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the American Arbitration Association expenses will be divided equally between the Board and the Association.

Should either party request a transcript of the proceedings, then that party will bear the full costs for that transcript. Should both parties order a transcript, then the cost of the two transcripts will be divided equally between the parties.

F. Association Representation

The Board acknowledges the right of the Association's grievance representative to participate and state the Association's views in the processing of a Grievance at any level for any Member of the Bargaining Unit. No Member of the Bargaining Unit shall be required to discuss any Grievance If the Association's representative is not present.

G. Agreement to By-Pass Steps

Provided the Association and Superintendent, at the request of the Immediately-Involved Supervisor, agree, Step 1, Step 2, and/or Step 3 of the grievance procedure may be by-passed and the Grievance brought directly to the next step.

H. Non-Reprisal

No reprisals of any kind shall be taken by the Board or the school administrators against the Aggrieved Person, the grievance representative, the Grievance Committee, the Association or any other participant in the grievance procedure by reason of such participation. Nor shall reprisals of any kind be taken by the Association or members thereof against the Board of Education and/or its representatives by reason of their participation in the grievance procedure.

I. Cooperation by Board

The Board and the Administration will cooperate with the Association in the investigation of any Grievance, and, further, will furnish the Association with the information upon which the Grievance is based.

J. Released Time

Should the investigation or processing of any Grievance require that a Member of the Bargaining Unit or an Association representative be released from his/her regular assignment, s/he shall be released without loss of pay or benefits. This section shall not be interpreted to apply to a Member of the Bargaining Unit who has been dismissed or suspended in accordance with the *Illinois School Code*.

K. Records

All documents dealing with the processing of a Grievance will be filed separately from the personnel files of the participants.

L. Withdrawal

A Grievance may be withdrawn at any level without establishing precedent and if withdrawn shall be deemed as though never having been filed.

M. Statute of Limitations

A Grievance shall be processed pursuant to the procedures specified in Sections D and E of this Article only if the following conditions have been met:

1. The Association has provided the Superintendent written notice of the intent to file a Grievance within twenty (20) days after the date on which the action being grieved became known, or could reasonably be expected to have been known, to the grievant

2. The Grievance has been filed within forty (40) days following the date on which the action being grieved became known, or could reasonably be expected to have been known, to the grievant.

ARTICLE 20: PROCEDURES FOR SUCCESSOR AGREEMENT

A. Meetings

Negotiations shall begin no later than March 15 of the year in which this Agreement terminates, unless both parties agree to an alternate date. Meetings will be held as necessary at times and places agreed to by both parties. If negotiation sessions are held during school time, the Association negotiators shall be released from scheduled assignments without loss of compensation. At every opportunity negotiations will be held so as to avoid conflicting with regularly-scheduled duties.

B. Tentative Agreements

During negotiations, agreed upon material shall be prepared for the Board and Association and signed as soon as practicable. Said agreements are subject to ratification by the Association and adoption by the Board.

C. Agreement and Appendices

When the Board and Association reach tentative agreement on all matters being negotiated, they will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval. Upon ratification by both parties, the negotiated terms shall become additions, amendments, or appendices to the Agreement being negotiated for the following school year(s).

D. Mediation

The Federal Mediation and Conciliation Service (FMCS) shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet promptly with the parties or their representatives and shall take such steps as s/he shall deem appropriate to persuade the parties to resolve their differences and effect an agreement. The mediator shall not, without the consent of both parties, make findings of fact or recommend the terms of settlement.

The parties agree that all mediation sessions shall ordinarily be held at the High School and at such times so as not to interfere with the normal work day of the members of the Board of Education. If the FMCS cannot or will not provide a mediator within five (5) days of the request, the parties shall within three (3) days thereof seek to agree on a mediator. If such agreement is not reached, the parties will utilize the Illinois Educational Labor Relations Board (IELRB) to supply a mediator.

E. Costs

Costs for consultants chosen by any party shall be paid by that party. The costs for tie mediator shall be shared equally by the Board and the Association.

ARTICLE 21: TUITION REIMBURSEMENT

The Board agrees to pay partial tuition reimbursement for approved courses taken after the initial regular instructional certificate has been secured when the following conditions are met:

- A. The course is a graduate course related to the bargaining unit member's current assignment or planned future assignment at Community High School and is earned from a fully accredited college or university.

While all courses must be accepted by the accredited institution towards a degree program, the Member of the Bargaining Unit is not required to be in that degree program. The Member of the Bargaining Unit shall be responsible for providing proof of such experience. An exception to the “degree program requirement” shall be made for coursework that is directly related to Member of the Bargaining Unit’s current or planned future assignment or if the degree program is changed/discontinued after the course of study is begun.

- B. The course is an approved undergraduate course related to the bargaining unit member's current assignment or planned future assignment at Community High School and is earned from a fully accredited college or university in one of the following four areas:
 - 1. Spanish
 - 2. Technology education
 - 3. Inclusion classes for special education
 - 4. The pursuit of another certification in the bargaining unit member's current department and/or assignment. Reimbursement for the certification option will not be made until proof of certification has been provided to the District.

The above four areas are of unusual value and priority to Community High School and such approval will be limited to them. Workshops will not be approved for reimbursement nor will undergraduate credits be counted for movement on the salary schedule or any lane change purposes for Member of the Bargaining Unit with Master's Degrees. Members of the Bargaining Unit without a Master's Degree will have the option to elect tuition reimbursement or salary schedule lane changes for Bachelor Degree columns on the salary schedule, but not both.

- C. The course is pre-approved by the Principal and the Human Resources administrator.
- D. The number of credits does not exceed ten (10) in any one school year.
- E. The total number of credits for which reimbursement is sought does not exceed thirty (30) semester hours for any individual bargaining unit member during the totality of his/her tenure in District 94.
- F. The payment for reimbursement shall not exceed the actual cost per credit or \$100 per credit, whichever is applicable.
- G. A grade of "B" or better must be earned to qualify for credit reimbursement and must be documented by either a transcript of credits or an official grade report. No reimbursement will be made without submission of a transcript or grade report.
- H. Only current employees can submit tuition reimbursement requests for the past calendar year. Such requests must be received in the Office of Human Resources no later than December 31st. Reimbursement payments will be made by January 31st. The teacher is entirely responsible for the submission of all required supporting documents.

In the event that the employee does not work the entire school year which commences following the year in which reimbursement is received, the reimbursement received may be deducted from the employee’s final paycheck/s. The employee may not request advance payment of checks at the end of the school year if on a 24 pay period plan as provided for in Article 5 – Section B.

- I. The total budget allocation for a given school year for credit reimbursement shall not exceed \$0 for the duration of this Agreement.

- J. In the event a Member of the Bargaining Unit is requested in writing by the Board to take a course or courses designed to meet a certification or instruction need within the District, the Board shall reimburse a Teacher seventy-five per cent (75%) of any tuition costs and shall not reduce the thirty (30) semester hour limit defined per employee in paragraph F.

When more than one institution provides the course or courses needed to meet a certification or instruction need, the District will pay seventy-five per cent (75%) of any tuition costs in the amount of the rate determined by averaging the per credit cost for the preceding academic year at the University of Illinois – Champaign, Northern Illinois University and Eastern Illinois University. However, reimbursement shall not exceed the actual cost per credit even if it is lower than the average tuition cost per credit as determined herein. In the event a course or program is only available at a private school with a higher tuition than calculated herein, this fact should be included in the proposal by the Teacher and with written acknowledgment by the Association President or designee for approval at the seventy-five (75%) percent level by the Board’s agent.

ARTICLE 22: PUBLIC COMPLAINTS

Any complaints by a citizen or parent of a student shall be channeled, when possible, through the member of the Association against whom the complaint has been lodged within ten school days. If any administrative action is required, it shall not be initiated until a conference has been attempted between the complainant and the member of the Association. If a child’s record is to be discussed, the member of the Association may request the presence of a member of the administrative staff at such conference to serve as a corroborating witness.

If the member of the Association or the complainant is not satisfied with the results of this conference, the following sequence of conferences shall be employed as needed to seek resolution of the problem:

1. Complainant/member of the Association/principal;
2. Complainant/member of the Association/principal/superintendent or his/her designee; or
3. Member of the Association petition to the Board in writing.

The member of the Association, at his/her request, shall have an Association representative at any of the above conferences unless a child’s record is to be discussed.

Anonymous complaints shall be handled at the discretion of the administration; however, such complaints should not be reflected or included in the evaluation of the member of the Association, unless they are determined to be founded through appropriate investigation. Anonymous means a complainant who refuses to give his/her name or who requests that his/her name not be revealed to the person against whom the complaint is lodged.

Conference notes and minutes shall be maintained consistent with current policy and practice.

Nothing herein shall apply to allegations against a member of the Association that could result in mandated reporting, criminal action or process, or a violation of Federal or State law.

ARTICLE 23: DURATION OF CONTRACT

This Agreement shall be effective upon its ratification and adoption by the parties, except for the provisions of Article 6 related to salary, which will be effective retroactively to the first day of the 2017-18 school year and, shall continue in effect through June 30, 2021.

For the purposes of this contract, the beginning of the school year shall mean the first day Members of the Bargaining Unit report.

IN WITNESS WHEREOF:

For the West Chicago High School Teachers'
Association, Incorporated

For the Board of Education of Community High
School District #94

President Date

President Date

Chief Negotiator Date

Secretary Date

APPENDIX A

1. Placement on Columns Closed to Entry

Placement on column MA+64 shall be available only to those Members of the Bargaining Unit who entered the MA+64 Column prior to September 21, 1988. Nothing shall preclude such Members of the Bargaining Unit from advancing from this column to the Doctorate Column included in Appendix A provided they meet the requirements for entry into that column.

The BA+30 Lane shall no longer be accessible for those members of the bargaining unit who have not already attained this lane by the 2018-19 school year. Any member of the bargaining unit currently in this lane is grandfathered until such time as he/she qualifies for movement into the next lane.

2. Column Change Increases

Column change increases shall be granted, subject to Board Policy 6105/6105P and Article 6 Section D of this Agreement, to Members of the Bargaining Unit who qualify for such increases.

2017-18 SALARY SCHEDULE

2017-2018		Starting Base 42,932				Base Increase 0.00%										
STEP	BA	BA+15		BA+30		MA		MA+15		MA+30		MA+45		DOCTOR		
Step Value	Closed															
1	42,932	46,920	44,220	48,328	45,547	49,778	47,368	51,769	48,789	53,322	50,253	54,921	51,761	56,569	53,314	58,266
102.25%	43,898	47,976	45,215	49,415	46,571	50,898	48,434	52,934	49,887	54,522	51,384	56,157	52,925	57,842	54,513	59,577
102.25%	44,886	49,055	46,232	50,527	47,619	52,043	49,524	54,125	51,010	55,748	52,540	57,421	54,116	59,143	55,740	60,918
102.25%	45,896	50,159	47,272	51,664	48,691	53,214	50,638	55,342	52,157	57,003	53,722	58,713	55,334	60,474	56,994	62,288
104.00%	47,731	52,165	49,163	53,730	50,638	55,342	52,664	57,556	54,244	59,283	55,871	61,061	57,547	62,893	59,274	64,780
102.25%	48,805	53,339	50,270	54,939	51,778	56,588	53,849	58,851	55,464	60,617	57,128	62,435	58,842	64,308	60,607	66,237
102.25%	49,904	54,539	51,401	56,176	52,943	57,861	55,060	60,175	56,712	61,980	58,414	63,840	60,166	65,755	61,971	67,728
102.25%	51,026	55,766	52,557	57,439	54,134	59,163	56,299	61,529	57,988	63,375	59,728	65,276	61,520	67,235	63,365	69,252
102.25%	52,174	57,021	53,740	58,732	55,352	60,494	57,566	62,914	59,293	64,801	61,072	66,745	62,904	68,747	64,791	70,810
104.00%	54,261	59,302	55,889	61,081	57,566	62,914	59,869	65,430	61,665	67,393	63,515	69,415	65,420	71,497	67,383	73,642
102.25%	55,482	60,636	57,147	62,455	58,861	64,329	61,216	66,902	63,052	68,909	64,944	70,977	66,892	73,106	68,899	75,299
102.25%	56,731	62,001	58,433	63,861	60,186	65,777	62,593	68,408	64,471	70,460	66,405	72,574	68,397	74,751	70,449	76,993
102.25%	58,007	63,396	59,747	65,298	61,540	67,256	64,001	69,947	65,921	72,045	67,899	74,207	69,936	76,433	72,034	78,726
102.25%	59,312	64,822	61,092	66,767	62,924	68,770	65,441	71,521	67,405	73,666	69,427	75,876	71,510	78,152	73,655	80,497
104.00%	61,685	67,415	63,535	69,437	65,441	71,521	68,059	74,381	70,101	76,613	72,204	78,911	74,370	81,279	76,601	83,717
102.25%	63,073	68,932	64,965	71,000	66,914	73,130	69,590	76,055	71,678	78,337	73,828	80,687	76,043	83,107	78,324	85,601
102.25%	64,492	70,483	66,427	72,597	68,419	74,775	71,156	77,766	73,291	80,099	75,489	82,502	77,754	84,977	80,087	87,527
102.25%	65,943	72,069	67,921	74,231	69,959	76,458	72,757	79,516	74,940	81,901	77,188	84,358	79,504	86,889	81,889	89,496
102.25%	67,427	73,690	69,449	75,901	71,533	78,178	74,394	81,305	76,626	83,744	78,925	86,257	81,292	88,844	83,731	91,510
103.00%	69,449	75,901	71,533	78,178	73,679	80,523	76,626	83,744	78,925	86,257	81,292	88,844	83,731	91,510	86,243	94,255
102.25%	71,012	77,609	73,142	79,937	75,337	82,335	78,350	85,628	80,701	88,197	83,122	90,843	85,615	93,569	88,184	96,376
102.25%	72,610	79,355	74,788	81,736	77,032	84,188	80,113	87,555	82,516	90,182	84,992	92,887	87,542	95,674	90,168	98,544
102.25%	74,243	81,140	76,471	83,575	78,765	86,082	81,915	89,525	84,373	92,211	86,904	94,977	89,511	97,826	92,197	100,761

Beginning in 1998-99, only staff members enrolled in an approved Masters program may advance into BA+30 Longevity Bonus –Members of the Bargaining Unit who are beyond Step 23 shall receive an increase of two percent (2%) over their previous school year’s salary (in lieu of step or base salary increases)

The first number in the column is reported income (Cash Earnings).

The second number includes the Board share TRS amount (Creditable Earnings).

2018-19 SALARY SCHEDULE

2018-2019		Starting Base 43,147				Base Increase 0.50%											
STEP	BA	BA+15		BA+30		MA		MA+15		MA+30		MA+45		DOCTOR			
Step Value	Closed																
1	43,147	47,155	44,441	48,569	45,774	50,027	47,605	52,028	49,033	53,588	50,504	55,196	52,020	56,852	53,580	58,558	
102.25%	2	44,117	48,216	45,441	49,662	46,804	51,152	48,676	53,198	50,137	54,794	51,641	56,438	53,190	58,131	54,786	59,875
102.25%	3	45,110	49,301	46,463	50,780	47,857	52,303	49,772	54,395	51,265	56,027	52,803	57,708	54,387	59,439	56,018	61,222
102.25%	4	46,125	50,410	47,509	51,922	48,934	53,480	50,891	55,619	52,418	57,288	53,991	59,006	55,610	60,776	57,279	62,600
104.00%	5	47,970	52,426	49,409	53,999	50,891	55,619	52,927	57,844	54,515	59,579	56,150	61,367	57,835	63,208	59,570	65,104
102.25%	6	49,049	53,606	50,521	55,214	52,037	56,871	54,118	59,145	55,742	60,920	57,414	62,747	59,136	64,630	60,910	66,569
102.25%	7	50,153	54,812	51,658	56,456	53,207	58,150	55,336	60,476	56,996	62,290	58,706	64,159	60,467	66,084	62,281	68,066
102.25%	8	51,281	56,045	52,820	57,727	54,405	59,458	56,581	61,837	58,278	63,692	60,026	65,603	61,827	67,571	63,682	69,598
102.25%	9	52,435	57,306	54,008	59,026	55,629	60,796	57,854	63,228	59,589	65,125	61,377	67,079	63,218	69,091	65,115	71,164
104.00%	10	54,533	59,599	56,169	61,387	57,854	63,228	60,168	65,757	61,973	67,730	63,832	69,762	65,747	71,855	67,720	74,010
102.25%	11	55,760	60,940	57,432	62,768	59,155	64,651	61,522	67,237	63,367	69,254	65,268	71,332	67,226	73,471	69,243	75,676
102.25%	12	57,014	62,311	58,725	64,180	60,486	66,105	62,906	68,750	64,793	70,812	66,737	72,936	68,739	75,125	70,801	77,378
102.25%	13	58,297	63,713	60,046	65,624	61,847	67,593	64,321	70,296	66,251	72,405	68,238	74,578	70,286	76,815	72,394	79,119
102.25%	14	59,609	65,146	61,397	67,101	63,239	69,114	65,769	71,878	67,742	74,035	69,774	76,256	71,867	78,543	74,023	80,900
104.00%	15	61,993	67,752	63,853	69,785	65,769	71,878	68,399	74,753	70,451	76,996	72,565	79,306	74,742	81,685	76,984	84,135
102.25%	16	63,388	69,276	65,290	71,355	67,248	73,495	69,938	76,435	72,036	78,728	74,197	81,090	76,423	83,523	78,716	86,029
102.25%	17	64,814	70,835	66,759	72,960	68,761	75,149	71,512	78,155	73,657	80,500	75,867	82,915	78,143	85,402	80,487	87,964
102.25%	18	66,273	72,429	68,261	74,602	70,309	76,840	73,121	79,914	75,315	82,311	77,574	84,780	79,901	87,324	82,298	89,943
102.25%	19	67,764	74,059	69,797	76,280	71,890	78,569	74,766	81,712	77,009	84,163	79,319	86,688	81,699	89,288	84,150	91,967
103.00%	20	69,797	76,280	71,890	78,569	74,047	80,926	77,009	84,163	79,319	86,688	81,699	89,288	84,150	91,967	86,674	94,726
102.25%	21	71,367	77,997	73,508	80,337	75,713	82,747	78,742	86,057	81,104	88,638	83,537	91,297	86,043	94,036	88,625	96,857
102.25%	22	72,973	79,752	75,162	82,144	77,417	84,609	80,513	87,993	82,929	90,633	85,417	93,352	87,979	96,152	90,619	99,037
102.25%	23	74,615	81,546	76,853	83,992	79,159	86,512	82,325	89,973	84,795	92,672	87,339	95,452	89,959	98,316	92,658	101,265

Beginning in 1998-99, only staff members enrolled in an approved Masters program may advance into BA+30 Longevity Bonus –Members of the Bargaining Unit who are beyond Step 23 shall receive an increase of two percent (2%) over their previous school year’s salary (in lieu of step or base salary increases)

The first number in the column is reported income (Cash Earnings).

The second number includes the Board share TRS amount (Creditable Earnings).

2019-20 SALARY SCHEDULE

2019-2020		Starting Base 43,362				Base Increase 0.50%											
STEP	BA	BA+15		BA+30		MA		MA+15		MA+30		MA+45		DOCTOR			
Step Value	Closed																
1	43,362	47,391	44,663	48,812	46,003	50,277	47,843	52,288	49,279	53,856	50,757	55,472	52,280	57,136	53,848	58,850	
102.25%	2	44,338	48,457	45,668	49,911	47,038	51,408	48,920	53,464	50,387	55,068	51,899	56,720	53,456	58,422	55,060	60,174
102.25%	3	45,336	49,547	46,696	51,034	48,097	52,565	50,020	54,667	51,521	56,307	53,067	57,996	54,659	59,736	56,298	61,528
102.25%	4	46,356	50,662	47,746	52,182	49,179	53,747	51,146	55,897	52,680	57,574	54,261	59,301	55,889	61,080	57,565	62,913
104.00%	5	48,210	52,688	49,656	54,269	51,146	55,897	53,192	58,133	54,788	59,877	56,431	61,673	58,124	63,524	59,868	65,429
102.25%	6	49,295	53,874	50,773	55,490	52,297	57,155	54,389	59,441	56,020	61,224	57,701	63,061	59,432	64,953	61,215	66,901
102.25%	7	50,404	55,086	51,916	56,739	53,473	58,441	55,612	60,778	57,281	62,602	58,999	64,480	60,769	66,414	62,592	68,407
102.25%	8	51,538	56,326	53,084	58,015	54,677	59,756	56,864	62,146	58,569	64,010	60,327	65,931	62,136	67,909	64,000	69,946
102.25%	9	52,697	57,593	54,278	59,321	55,907	61,100	58,143	63,544	59,887	65,451	61,684	67,414	63,534	69,437	65,440	71,520
104.00%	10	54,805	59,897	56,450	61,693	58,143	63,544	60,469	66,086	62,283	68,069	64,151	70,111	66,076	72,214	68,058	74,380
102.25%	11	56,038	61,244	57,720	63,082	59,451	64,974	61,829	67,573	63,684	69,600	65,595	71,688	67,563	73,839	69,589	76,054
102.25%	12	57,299	62,622	59,018	64,501	60,789	66,436	63,220	69,093	65,117	71,166	67,071	73,301	69,083	75,500	71,155	77,765
102.25%	13	58,589	64,031	60,346	65,952	62,157	67,931	64,643	70,648	66,582	72,767	68,580	74,950	70,637	77,199	72,756	79,515
102.25%	14	59,907	65,472	61,704	67,436	63,555	69,459	66,097	72,238	68,080	74,405	70,123	76,637	72,226	78,936	74,393	81,304
104.00%	15	62,303	68,091	64,172	70,134	66,097	72,238	68,741	75,127	70,804	77,381	72,928	79,702	75,115	82,093	77,369	84,556
102.25%	16	63,705	69,623	65,616	71,712	67,585	73,863	70,288	76,817	72,397	79,122	74,568	81,496	76,806	83,940	79,110	86,459
102.25%	17	65,138	71,189	67,092	73,325	69,105	75,525	71,869	78,546	74,026	80,902	76,246	83,329	78,534	85,829	80,890	88,404
102.25%	18	66,604	72,791	68,602	74,975	70,660	77,224	73,486	80,313	75,691	82,722	77,962	85,204	80,301	87,760	82,710	90,393
102.25%	19	68,102	74,429	70,146	76,662	72,250	78,962	75,140	82,120	77,394	84,584	79,716	87,121	82,107	89,735	84,571	92,427
103.00%	20	70,146	76,662	72,250	78,962	74,417	81,331	77,394	84,584	79,716	87,121	82,107	89,735	84,571	92,427	87,108	95,200
102.25%	21	71,724	78,387	73,876	80,738	76,092	83,160	79,135	86,487	81,510	89,081	83,955	91,754	86,473	94,507	89,068	97,342
102.25%	22	73,338	80,150	75,538	82,555	77,804	85,032	80,916	88,433	83,344	91,086	85,844	93,818	88,419	96,633	91,072	99,532
102.25%	23	74,988	81,954	77,237	84,412	79,554	86,945	82,737	90,423	85,219	93,135	87,775	95,929	90,409	98,807	93,121	101,771

Beginning in 1998-99, only staff members enrolled in an approved Masters program may advance into BA+30 Longevity Bonus –Members of the Bargaining Unit who are beyond Step 23 shall receive an increase of two percent (2%) over their previous school year’s salary (in lieu of step or base salary increases)

The first number in the column is reported income (Cash Earnings).

The second number includes the Board share TRS amount (Creditable Earnings).

2020-21 SALARY SCHEDULE

2020-2021		Starting Base 43,579				Base Increase 0.50%											
STEP	BA	BA+15		BA+30		MA		MA+15		MA+30		MA+45		DOCTOR			
Step Value	Closed																
1	43,579	47,628	44,887	49,056	46,233	50,528	48,083	52,549	49,525	54,126	51,011	55,749	52,541	57,422	54,117	59,145	
102.25%	2	44,560	48,699	45,897	50,160	47,273	51,665	49,164	53,732	50,639	55,343	52,158	57,004	53,723	58,714	55,335	60,475
102.25%	3	45,562	49,795	46,929	51,289	48,337	52,827	50,271	54,940	51,779	56,589	53,332	58,286	54,932	60,035	56,580	61,836
102.25%	4	46,587	50,915	47,985	52,443	49,425	54,016	51,402	56,177	52,944	57,862	54,532	59,598	56,168	61,386	57,853	63,227
104.00%	5	48,451	52,952	49,905	54,540	51,402	56,177	53,458	58,424	55,061	60,176	56,713	61,982	58,415	63,841	60,167	65,756
102.25%	6	49,541	54,143	51,027	55,768	52,558	57,441	54,661	59,738	56,300	61,530	57,989	63,376	59,729	65,278	61,521	67,236
102.25%	7	50,656	55,362	52,175	57,022	53,741	58,733	55,890	61,082	57,567	62,915	59,294	64,802	61,073	66,746	62,905	68,749
102.25%	8	51,796	56,607	53,349	58,305	54,950	60,055	57,148	62,457	58,862	64,330	60,628	66,260	62,447	68,248	64,320	70,296
102.25%	9	52,961	57,881	54,550	59,617	56,186	61,406	58,434	63,862	60,187	65,778	61,992	67,751	63,852	69,784	65,768	71,877
104.00%	10	55,079	60,196	56,732	62,002	58,434	63,862	60,771	66,416	62,594	68,409	64,472	70,461	66,406	72,575	68,398	74,752
102.25%	11	56,319	61,550	58,008	63,397	59,748	65,299	62,138	67,911	64,003	69,948	65,923	72,047	67,900	74,208	69,937	76,434
102.25%	12	57,586	62,935	59,313	64,823	61,093	66,768	63,537	69,439	65,443	71,522	67,406	73,668	69,428	75,878	71,511	78,154
102.25%	13	58,882	64,351	60,648	66,282	62,467	68,270	64,966	71,001	66,915	73,131	68,923	75,325	70,990	77,585	73,120	79,912
102.25%	14	60,206	65,799	62,013	67,773	63,873	69,806	66,428	72,599	68,421	74,777	70,473	77,020	72,588	79,331	74,765	81,711
104.00%	15	62,615	68,431	64,493	70,484	66,428	72,599	69,085	75,503	71,158	77,768	73,292	80,101	75,491	82,504	77,756	84,979
102.25%	16	64,023	69,971	65,944	72,070	67,922	74,232	70,639	77,202	72,759	79,518	74,941	81,903	77,190	84,360	79,505	86,891
102.25%	17	65,464	71,545	67,428	73,692	69,451	75,902	72,229	78,939	74,396	81,307	76,628	83,746	78,926	86,258	81,294	88,846
102.25%	18	66,937	73,155	68,945	75,350	71,013	77,610	73,854	80,715	76,070	83,136	78,352	85,630	80,702	88,199	83,123	90,845
102.25%	19	68,443	74,801	70,496	77,045	72,611	79,356	75,516	82,531	77,781	85,007	80,115	87,557	82,518	90,184	84,994	92,889
103.00%	20	70,496	77,045	72,611	79,356	74,790	81,737	77,781	85,007	80,115	87,557	82,518	90,184	84,994	92,889	87,543	95,676
102.25%	21	72,082	78,779	74,245	81,142	76,472	83,576	79,531	86,919	81,917	89,527	84,375	92,213	86,906	94,979	89,513	97,828
102.25%	22	73,704	80,551	75,915	82,968	78,193	85,457	81,321	88,875	83,760	91,541	86,273	94,287	88,861	97,116	91,527	100,030
102.25%	23	75,363	82,364	77,624	84,834	79,952	87,379	83,150	90,875	85,645	93,601	88,214	96,409	90,861	99,301	93,586	102,280

Beginning in 1998-99, only staff members enrolled in an approved Masters program may advance into BA+30
 Longevity Bonus –Members of the Bargaining Unit who are beyond Step 23 shall receive an increase of two percent (2%) over their previous school year’s salary (in lieu of step or base salary increases)
 The first number in the column is reported income (Cash Earnings).
 The second number includes the Board share TRS amount (Creditable Earnings).

APPENDIX B: EXTRACURRICULAR SALARY SCHEDULE

A. General Information

The dollar amount per unit for each year of the contractual agreement shall be as follows:

2017-18 \$448.36

2018-19 through 2020-21 – as determined by the Appendix B committee described in Section B. 3 of this Appendix.

The annual amount shall be multiplied by the unit value assigned to each position to create the base stipend for head coaches/lead sponsors.

Assistant coaches/advisors shall be paid a Base Stipend of 70% of the Base Stipend paid to the head coach/advisor of the activity for which they are being compensated. They shall also be eligible for the Incentive Stipends and Bonuses described below.

B. Extracurricular Salary Schedule

Placement on, and compensation for, the extracurricular salary schedule shall be based on the following procedures:

1. Stipend Development

The total base stipend for any extracurricular activity shall be determined by multiplying the previous school year's base units by the per unit value noted above.

a. Stipend Schedule Creation

Appendix B stipend schedules shall be created in the following manner:

Years of Experience	Percentage of the Base Stipend
2 – 5	5%
6 – Number of Appendix A Steps	1% for each year of experience

(e.g., 8 years is 8%, 17 years is 17%)

The maximum experience granted will be the number of steps on the Appendix A salary schedule

b. Stipend Schedule Placement

For the duration of this Agreement, one step shall be granted for each additional year of experience.

Coaches/advisors who have documented paid experience as high school and/or college coaches/advisors shall be placed on the stipend schedule based on the following:

- Head coach/lead advisor of any activity = one (1) year credit for each year of experience
- Assistant coach/advisor of the same activity = one (1) year credit for each year of experience with a maximum of six (6) years
- No more than one (1) year of experience shall be granted for coaching/advising that occurred in a single year
- Coaching both indoor and outdoor track shall count as one (1) year of experience for the purpose of stipend schedule placement

c. Split Positions and Stipends

1. Definition:

In the event that two or more staff members wish to split a coaching or activity sponsor position and its stipend, said staff members shall put their request in writing (including the proposed division of the stipend amount), affix their signatures, and obtain a written signature from the president (or delegated officer) of the WCHSTA acknowledging that the Association is aware the request is being made. The written request must then be presented to the Human Resources Office. If approved, the approval will be reflected in subsequent board minutes.

2. Example:

Position of Assistant Student Council Advisor, 50/50 split between two (2) advisors

Base Stipend = \$1000

- Sponsor A has 10 years of experience – total stipend would be \$1100 (\$1000 plus 10% for experience). Sponsor A would receive 50% of his/her stipend = \$550.
- Sponsor B has 20 years of experience – total stipend would be \$1200 (\$1000 plus 20% for experience). Sponsor B would receive 50% of his/her stipend = \$600.

d. Incentive stipends shall be of two kinds: multiple sports/activities and extended-season.

1. Multiple Sport/Activities

Coaches/advisors who provide leadership in multiple sports/activities during the same school year shall receive an added bonus from the following table:

Number of Sports/Activities	Bonus
2	\$415
2.5	\$600
3	\$780
3.5	\$910
4	\$1,040

Only coaches/sponsors who “split” positions (and the resultant stipend) shall be eligible for the “2.5” or “3.5” portions of the above table.

2. Extended Season Bonus

When coaches/advisors have seasons/events extended beyond the normal end of the sport/activity and are required to coach/advise teams or individual students in competitions or presentations after the normal end of the activity/event, a bonus will be paid for each additional activity or event in which the coaching/advising is extended based on the following table:

C. Base Stipend	D. Bonus Per Event
E. \$ 0 - \$2,500	F. \$50.00
G. \$2,501 - \$5,000	H. \$75.00
I. \$5,001 +	J. \$100.00

Regular competitions included at the end of the regular schedule will not be included in the extended season bonus plan (e.g. make-up games rescheduled due to inclement weather). Those areas to be included shall be advancement to quarter-finals, semi-finals, and finals within the IHSA competition structure. Payment shall be based on a team competition on a given day or on one or more individual competitions held on the same day. In instances where individual students compete in individual events (wrestling, swimming, etc.), only one bonus shall be granted per team regardless of how many individual students compete.

The bonus will be granted to head and assistant varsity coaches and head and assistant sponsors.

3. Review of Appendix B Positions

Within thirty (30) days of this Agreement's effective date, an Appendix B audit committee will convene. The committee shall consist of three (3) appointees from the WCHSTA and one (1) appointee from the WCHSSSA designated by said associations, and four (4) appointees designated by the Board. The committee will audit and evaluate Appendix B, and make recommendations to the Board as to the reallocation of existing Appendix B funds, the addition of new Appendix B positions, removal of current Appendix B positions, all based on criteria established by the committee. The committee's work will be completed so that its recommendations may be acted upon by the Board and the Association, and become effective at the start of the 2018-19 school year. This process shall be followed annually thereafter, with the committee convening by no later than February 1 of each school year.

2017-18 Activity Sponsor Salary Schedule
(Unit Value = \$448.36)

	Art Club		Band		Band – Jazz		Cheerleading		Chess Club	
Units	7.0		14.4		6.8		11.0		5.0	
Base	3138.52	2196.96	6456.38	4519.47	3048.85	2134.19	4931.96	3452.37	2241.80	1569.26
Step 2	3295.45	2306.81	6779.20	4745.44	3201.29	2240.90	5178.56	3624.99	2353.89	1647.72
Step 3	3295.45	2306.81	6779.20	4745.44	3201.29	2240.90	5178.56	3624.99	2353.89	1647.72
Step 4	3295.45	2306.81	6779.20	4745.44	3201.29	2240.90	5178.56	3624.99	2353.89	1647.72
Step 5	3295.45	2306.81	6779.20	4745.44	3201.29	2240.90	5178.56	3624.99	2353.89	1647.72
Step 6	3326.83	2328.78	6843.77	4790.64	3231.78	2262.25	5227.88	3659.51	2376.31	1663.42
Step 7	3358.22	2350.75	6908.33	4835.83	3262.27	2283.59	5277.20	3694.04	2398.73	1679.11
Step 8	3389.60	2372.72	6972.89	4881.03	3292.76	2304.93	5326.52	3728.56	2421.14	1694.80
Step 9	3420.99	2394.69	7037.46	4926.22	3323.24	2326.27	5375.84	3763.09	2443.56	1710.49
Step 10	3452.37	2416.66	7102.02	4971.42	3353.73	2347.61	5425.16	3797.61	2465.98	1726.19
Step 11	3483.76	2438.63	7166.59	5016.61	3384.22	2368.95	5474.48	3832.13	2488.40	1741.88
Step 12	3515.14	2460.60	7231.15	5061.81	3414.71	2390.30	5523.80	3866.66	2510.82	1757.57
Step 13	3546.53	2482.57	7295.71	5107.00	3445.20	2411.64	5573.11	3901.18	2533.23	1773.26
Step 14	3577.91	2504.54	7360.28	5152.19	3475.69	2432.98	5622.43	3935.70	2555.65	1788.96
Step 15	3609.30	2526.51	7424.84	5197.39	3506.18	2454.32	5671.75	3970.23	2578.07	1804.65
Step 16	3640.68	2548.48	7489.41	5242.58	3536.66	2475.66	5721.07	4004.75	2600.49	1820.34
Step 17	3672.07	2570.45	7553.97	5287.78	3567.15	2497.01	5770.39	4039.28	2622.91	1836.03
Step 18	3703.45	2592.42	7618.53	5332.97	3597.64	2518.35	5819.71	4073.80	2645.32	1851.73
Step 19	3734.84	2614.39	7683.10	5378.17	3628.13	2539.69	5869.03	4108.32	2667.74	1867.42
Step 20	3766.22	2636.36	7747.66	5423.36	3658.62	2561.03	5918.35	4142.85	2690.16	1883.11
Step 21	3797.61	2658.33	7812.22	5468.56	3689.11	2582.37	5967.67	4177.37	2712.58	1898.80
Step 22	3828.99	2680.30	7876.79	5513.75	3719.59	2603.72	6016.99	4211.89	2735.00	1914.50
Step 23	3860.38	2702.27	7941.35	5558.95	3750.08	2625.06	6066.31	4246.42	2757.41	1930.19

2017-18 Activity Sponsor Salary Schedule
(Unit Value = \$448.36)

	Choreographer		Dance Production		Director – Plays		Director – Sets		Future Business Leaders of America	
Units	5.4		7.2		11.4		6.2		8.0	
Base	2421.14	1694.80	3228.19	2259.73	5111.30	3577.91	2779.83	1945.88	3586.88	2510.82
Step 2	2542.20	1779.54	3389.60	2372.72	5366.87	3756.81	2918.82	2043.18	3766.22	2636.36
Step 3	2542.20	1779.54	3389.60	2372.72	5366.87	3756.81	2918.82	2043.18	3766.22	2636.36
Step 4	2542.20	1779.54	3389.60	2372.72	5366.87	3756.81	2918.82	2043.18	3766.22	2636.36
Step 5	2542.20	1779.54	3389.60	2372.72	5366.87	3756.81	2918.82	2043.18	3766.22	2636.36
Step 6	2566.41	1796.49	3421.88	2395.32	5417.98	3792.59	2946.62	2062.64	3802.09	2661.46
Step 7	2590.62	1813.44	3454.17	2417.92	5469.10	3828.37	2974.42	2082.09	3837.96	2686.57
Step 8	2614.84	1830.38	3486.45	2440.51	5520.21	3864.15	3002.22	2101.55	3873.83	2711.68
Step 9	2639.05	1847.33	3518.73	2463.11	5571.32	3899.92	3030.02	2121.01	3909.70	2736.79
Step 10	2663.26	1864.28	3551.01	2485.71	5622.43	3935.70	3057.82	2140.47	3945.57	2761.90
Step 11	2687.47	1881.23	3583.29	2508.31	5673.55	3971.48	3085.61	2159.93	3981.44	2787.01
Step 12	2711.68	1898.18	3615.58	2530.90	5724.66	4007.26	3113.41	2179.39	4017.31	2812.11
Step 13	2735.89	1915.12	3647.86	2553.50	5775.77	4043.04	3141.21	2198.85	4053.17	2837.22
Step 14	2760.10	1932.07	3680.14	2576.10	5826.89	4078.82	3169.01	2218.31	4089.04	2862.33
Step 15	2784.32	1949.02	3712.42	2598.69	5878.00	4114.60	3196.81	2237.76	4124.91	2887.44
Step 16	2808.53	1965.97	3744.70	2621.29	5929.11	4150.38	3224.61	2257.22	4160.78	2912.55
Step 17	2832.74	1982.92	3776.98	2643.89	5980.23	4186.16	3252.40	2276.68	4196.65	2937.65
Step 18	2856.95	1999.86	3809.27	2666.49	6031.34	4221.94	3280.20	2296.14	4232.52	2962.76
Step 19	2881.16	2016.81	3841.55	2689.08	6082.45	4257.72	3308.00	2315.60	4268.39	2987.87
Step 20	2905.37	2033.76	3873.83	2711.68	6133.56	4293.50	3335.80	2335.06	4304.26	3012.98
Step 21	2929.58	2050.71	3906.11	2734.28	6184.68	4329.27	3363.60	2354.52	4340.12	3038.09
Step 22	2953.80	2067.66	3938.39	2756.88	6235.79	4365.05	3391.40	2373.98	4375.99	3063.20
Step 23	2978.01	2084.60	3970.68	2779.47	6286.90	4400.83	3419.19	2393.44	4411.86	3088.30

	Flag Corps		Forensics		Horticulture Club		International Club		Intramurals	
Units	5.8		11.0		4.0		5.0		5.8	
Base	2600.49	1820.34	4931.96	3452.37	1793.44	1255.41	2241.80	1569.26	2600.49	1820.34
Step 2	2730.51	1911.36	5178.56	3624.99	1883.11	1318.18	2353.89	1647.72	2730.51	1911.36
Step 3	2730.51	1911.36	5178.56	3624.99	1883.11	1318.18	2353.89	1647.72	2730.51	1911.36
Step 4	2730.51	1911.36	5178.56	3624.99	1883.11	1318.18	2353.89	1647.72	2730.51	1911.36
Step 5	2730.51	1911.36	5178.56	3624.99	1883.11	1318.18	2353.89	1647.72	2730.51	1911.36
Step 6	2756.52	1929.56	5227.88	3659.51	1901.05	1330.73	2376.31	1663.42	2756.52	1929.56
Step 7	2782.52	1947.77	5277.20	3694.04	1918.98	1343.29	2398.73	1679.11	2782.52	1947.77
Step 8	2808.53	1965.97	5326.52	3728.56	1936.92	1355.84	2421.14	1694.80	2808.53	1965.97
Step 9	2834.53	1984.17	5375.84	3763.09	1954.85	1368.39	2443.56	1710.49	2834.53	1984.17
Step 10	2860.54	2002.38	5425.16	3797.61	1972.78	1380.95	2465.98	1726.19	2860.54	2002.38
Step 11	2886.54	2020.58	5474.48	3832.13	1990.72	1393.50	2488.40	1741.88	2886.54	2020.58
Step 12	2912.55	2038.78	5523.80	3866.66	2008.65	1406.06	2510.82	1757.57	2912.55	2038.78
Step 13	2938.55	2056.99	5573.11	3901.18	2026.59	1418.61	2533.23	1773.26	2938.55	2056.99
Step 14	2964.56	2075.19	5622.43	3935.70	2044.52	1431.17	2555.65	1788.96	2964.56	2075.19
Step 15	2990.56	2093.39	5671.75	3970.23	2062.46	1443.72	2578.07	1804.65	2990.56	2093.39
Step 16	3016.57	2111.60	5721.07	4004.75	2080.39	1456.27	2600.49	1820.34	3016.57	2111.60
Step 17	3042.57	2129.80	5770.39	4039.28	2098.32	1468.83	2622.91	1836.03	3042.57	2129.80
Step 18	3068.58	2148.00	5819.71	4073.80	2116.26	1481.38	2645.32	1851.73	3068.58	2148.00
Step 19	3094.58	2166.21	5869.03	4108.32	2134.19	1493.94	2667.74	1867.42	3094.58	2166.21
Step 20	3120.59	2184.41	5918.35	4142.85	2152.13	1506.49	2690.16	1883.11	3120.59	2184.41
Step 21	3146.59	2202.61	5967.67	4177.37	2170.06	1519.04	2712.58	1898.80	3146.59	2202.61
Step 22	3172.60	2220.82	6016.99	4211.89	2188.00	1531.60	2735.00	1914.50	3172.60	2220.82
Step 23	3198.60	2239.02	6066.31	4246.42	2205.93	1544.15	2757.41	1930.19	3198.60	2239.02

2017-18 Activity Sponsor Salary Schedule
(Unit Value = \$448.36)

	Key Club		Literary Magazine (Mind's Eye)		Marching Band Associate		Math Team		Musical - Director	
Units	5.0		8.0		8.0		8.4		13.6	
Base	2241.80	1569.26	3586.88	2510.82	3586.88	2510.82	3766.22	2636.36	6097.70	4268.39
Step 2	2353.89	1647.72	3766.22	2636.36	3766.22	2636.36	3954.54	2768.17	6402.58	4481.81
Step 3	2353.89	1647.72	3766.22	2636.36	3766.22	2636.36	3954.54	2768.17	6402.58	4481.81
Step 4	2353.89	1647.72	3766.22	2636.36	3766.22	2636.36	3954.54	2768.17	6402.58	4481.81
Step 5	2353.89	1647.72	3766.22	2636.36	3766.22	2636.36	3954.54	2768.17	6402.58	4481.81
Step 6	2376.31	1663.42	3802.09	2661.46	3802.09	2661.46	3992.20	2794.54	6463.56	4524.49
Step 7	2398.73	1679.11	3837.96	2686.57	3837.96	2686.57	4029.86	2820.90	6524.53	4567.17
Step 8	2421.14	1694.80	3873.83	2711.68	3873.83	2711.68	4067.52	2847.27	6585.51	4609.86
Step 9	2443.56	1710.49	3909.70	2736.79	3909.70	2736.79	4105.18	2873.63	6646.49	4652.54
Step 10	2465.98	1726.19	3945.57	2761.90	3945.57	2761.90	4142.85	2899.99	6707.47	4695.23
Step 11	2488.40	1741.88	3981.44	2787.01	3981.44	2787.01	4180.51	2926.36	6768.44	4737.91
Step 12	2510.82	1757.57	4017.31	2812.11	4017.31	2812.11	4218.17	2952.72	6829.42	4780.59
Step 13	2533.23	1773.26	4053.17	2837.22	4053.17	2837.22	4255.83	2979.08	6890.40	4823.28
Step 14	2555.65	1788.96	4089.04	2862.33	4089.04	2862.33	4293.50	3005.45	6951.37	4865.96
Step 15	2578.07	1804.65	4124.91	2887.44	4124.91	2887.44	4331.16	3031.81	7012.35	4908.65
Step 16	2600.49	1820.34	4160.78	2912.55	4160.78	2912.55	4368.82	3058.17	7073.33	4951.33
Step 17	2622.91	1836.03	4196.65	2937.65	4196.65	2937.65	4406.48	3084.54	7134.30	4994.01
Step 18	2645.32	1851.73	4232.52	2962.76	4232.52	2962.76	4444.14	3110.90	7195.28	5036.70
Step 19	2667.74	1867.42	4268.39	2987.87	4268.39	2987.87	4481.81	3137.26	7256.26	5079.38
Step 20	2690.16	1883.11	4304.26	3012.98	4304.26	3012.98	4519.47	3163.63	7317.24	5122.06
Step 21	2712.58	1898.80	4340.12	3038.09	4340.12	3038.09	4557.13	3189.99	7378.21	5164.75
Step 22	2735.00	1914.50	4375.99	3063.20	4375.99	3063.20	4594.79	3216.36	7439.19	5207.43
Step 23	2757.41	1930.19	4411.86	3088.30	4411.86	3088.30	4632.46	3242.72	7500.17	5250.12
	Musical – Orchestra		Musical – Vocal		Newspaper (Wildcat Chronicle)		National Honor Society		Orchestra	
Units	6.2		6.6		9.0		7.0		8.0	
Base	2779.83	1945.88	2959.18	2071.42	4035.24	2824.67	3138.52	2196.96	3586.88	2510.82
Step 2	2918.82	2043.18	3107.13	2174.99	4237.00	2965.90	3295.45	2306.81	3766.22	2636.36
Step 3	2918.82	2043.18	3107.13	2174.99	4237.00	2965.90	3295.45	2306.81	3766.22	2636.36
Step 4	2918.82	2043.18	3107.13	2174.99	4237.00	2965.90	3295.45	2306.81	3766.22	2636.36
Step 5	2918.82	2043.18	3107.13	2174.99	4237.00	2965.90	3295.45	2306.81	3766.22	2636.36
Step 6	2946.62	2062.64	3136.73	2195.71	4277.35	2994.15	3326.83	2328.78	3802.09	2661.46
Step 7	2974.42	2082.09	3166.32	2216.42	4317.71	3022.39	3358.22	2350.75	3837.96	2686.57
Step 8	3002.22	2101.55	3195.91	2237.14	4358.06	3050.64	3389.60	2372.72	3873.83	2711.68
Step 9	3030.02	2121.01	3225.50	2257.85	4398.41	3078.89	3420.99	2394.69	3909.70	2736.79
Step 10	3057.82	2140.47	3255.09	2278.57	4438.76	3107.13	3452.37	2416.66	3945.57	2761.90
Step 11	3085.61	2159.93	3284.69	2299.28	4479.12	3135.38	3483.76	2438.63	3981.44	2787.01
Step 12	3113.41	2179.39	3314.28	2319.99	4519.47	3163.63	3515.14	2460.60	4017.31	2812.11
Step 13	3141.21	2198.85	3343.87	2340.71	4559.82	3191.87	3546.53	2482.57	4053.17	2837.22
Step 14	3169.01	2218.31	3373.46	2361.42	4600.17	3220.12	3577.91	2504.54	4089.04	2862.33
Step 15	3196.81	2237.76	3403.05	2382.14	4640.53	3248.37	3609.30	2526.51	4124.91	2887.44
Step 16	3224.61	2257.22	3432.64	2402.85	4680.88	3276.61	3640.68	2548.48	4160.78	2912.55
Step 17	3252.40	2276.68	3462.24	2423.57	4721.23	3304.86	3672.07	2570.45	4196.65	2937.65
Step 18	3280.20	2296.14	3491.83	2444.28	4761.58	3333.11	3703.45	2592.42	4232.52	2962.76
Step 19	3308.00	2315.60	3521.42	2464.99	4801.94	3361.35	3734.84	2614.39	4268.39	2987.87
Step 20	3335.80	2335.06	3551.01	2485.71	4842.29	3389.60	3766.22	2636.36	4304.26	3012.98
Step 21	3363.60	2354.52	3580.60	2506.42	4882.64	3417.85	3797.61	2658.33	4340.12	3038.09
Step 22	3391.40	2373.98	3610.19	2527.14	4922.99	3446.09	3828.99	2680.30	4375.99	3063.20
Step 23	3419.19	2393.44	3639.79	2547.85	4963.35	3474.34	3860.38	2702.27	4411.86	3088.30

2017-18 Activity Sponsor Salary Schedule
(Unit Value = \$448.36)

	Pep Club		Photography Club		Poms		SADD		Scholastic Bowl	
Units	9.0		5.0		11.0		4.0		5.8	
Base	4035.24	2824.67	2241.80	1569.26	4483.60	3138.52	1793.44	1255.41	2600.49	1820.34
Step 2	4237.00	2965.90	2353.89	1647.72	4707.78	3295.45	1883.11	1318.18	2730.51	1911.36
Step 3	4237.00	2965.90	2353.89	1647.72	4707.78	3295.45	1883.11	1318.18	2730.51	1911.36
Step 4	4237.00	2965.90	2353.89	1647.72	4707.78	3295.45	1883.11	1318.18	2730.51	1911.36
Step 5	4237.00	2965.90	2353.89	1647.72	4707.78	3295.45	1883.11	1318.18	2730.51	1911.36
Step 6	4277.35	2994.15	2376.31	1663.42	4752.62	3326.83	1901.05	1330.73	2756.52	1929.56
Step 7	4317.71	3022.39	2398.73	1679.11	4797.45	3358.22	1918.98	1343.29	2782.52	1947.77
Step 8	4358.06	3050.64	2421.14	1694.80	4842.29	3389.60	1936.92	1355.84	2808.53	1965.97
Step 9	4398.41	3078.89	2443.56	1710.49	4887.12	3420.99	1954.85	1368.39	2834.53	1984.17
Step 10	4438.76	3107.13	2465.98	1726.19	4931.96	3452.37	1972.78	1380.95	2860.54	2002.38
Step 11	4479.12	3135.38	2488.40	1741.88	4976.80	3483.76	1990.72	1393.50	2886.54	2020.58
Step 12	4519.47	3163.63	2510.82	1757.57	5021.63	3515.14	2008.65	1406.06	2912.55	2038.78
Step 13	4559.82	3191.87	2533.23	1773.26	5066.47	3546.53	2026.59	1418.61	2938.55	2056.99
Step 14	4600.17	3220.12	2555.65	1788.96	5111.30	3577.91	2044.52	1431.17	2964.56	2075.19
Step 15	4640.53	3248.37	2578.07	1804.65	5156.14	3609.30	2062.46	1443.72	2990.56	2093.39
Step 16	4680.88	3276.61	2600.49	1820.34	5200.98	3640.68	2080.39	1456.27	3016.57	2111.60
Step 17	4721.23	3304.86	2622.91	1836.03	5245.81	3672.07	2098.32	1468.83	3042.57	2129.80
Step 18	4761.58	3333.11	2645.32	1851.73	5290.65	3703.45	2116.26	1481.38	3068.58	2148.00
Step 19	4801.94	3361.35	2667.74	1867.42	5335.48	3734.84	2134.19	1493.94	3094.58	2166.21
Step 20	4842.29	3389.60	2690.16	1883.11	5380.32	3766.22	2152.13	1506.49	3120.59	2184.41
Step 21	4882.64	3417.85	2712.58	1898.80	5425.16	3797.61	2170.06	1519.04	3146.59	2202.61
Step 22	4922.99	3446.09	2735.00	1914.50	5469.99	3828.99	2188.00	1531.60	3172.60	2220.82
Step 23	4963.35	3474.34	2757.41	1930.19	5514.83	3860.38	2205.93	1544.15	3198.60	2239.02
	Student Council		Thespians		VICA/Skills USA		Vocal Music		Yearbook (Challenge)	
Units	11.0		6.0		8.0		9.0		9.0	
Base	4931.96	3452.37	2690.16	1883.11	3586.88	2510.82	4035.24	2824.67	4035.24	2824.67
Step 2	5178.56	3624.99	2824.67	1977.27	3766.22	2636.36	4237.00	2965.90	4237.00	2965.90
Step 3	5178.56	3624.99	2824.67	1977.27	3766.22	2636.36	4237.00	2965.90	4237.00	2965.90
Step 4	5178.56	3624.99	2824.67	1977.27	3766.22	2636.36	4237.00	2965.90	4237.00	2965.90
Step 5	5178.56	3624.99	2824.67	1977.27	3766.22	2636.36	4237.00	2965.90	4237.00	2965.90
Step 6	5227.88	3659.51	2851.57	1996.10	3802.09	2661.46	4277.35	2994.15	4277.35	2994.15
Step 7	5277.20	3694.04	2878.47	2014.93	3837.96	2686.57	4317.71	3022.39	4317.71	3022.39
Step 8	5326.52	3728.56	2905.37	2033.76	3873.83	2711.68	4358.06	3050.64	4358.06	3050.64
Step 9	5375.84	3763.09	2932.27	2052.59	3909.70	2736.79	4398.41	3078.89	4398.41	3078.89
Step 10	5425.16	3797.61	2959.18	2071.42	3945.57	2761.90	4438.76	3107.13	4438.76	3107.13
Step 11	5474.48	3832.13	2986.08	2090.25	3981.44	2787.01	4479.12	3135.38	4479.12	3135.38
Step 12	5523.80	3866.66	3012.98	2109.09	4017.31	2812.11	4519.47	3163.63	4519.47	3163.63
Step 13	5573.11	3901.18	3039.88	2127.92	4053.17	2837.22	4559.82	3191.87	4559.82	3191.87
Step 14	5622.43	3935.70	3066.78	2146.75	4089.04	2862.33	4600.17	3220.12	4600.17	3220.12
Step 15	5671.75	3970.23	3093.68	2165.58	4124.91	2887.44	4640.53	3248.37	4640.53	3248.37
Step 16	5721.07	4004.75	3120.59	2184.41	4160.78	2912.55	4680.88	3276.61	4680.88	3276.61
Step 17	5770.39	4039.28	3147.49	2203.24	4196.65	2937.65	4721.23	3304.86	4721.23	3304.86
Step 18	5819.71	4073.80	3174.39	2222.07	4232.52	2962.76	4761.58	3333.11	4761.58	3333.11
Step 19	5869.03	4108.32	3201.29	2240.90	4268.39	2987.87	4801.94	3361.35	4801.94	3361.35
Step 20	5918.35	4142.85	3228.19	2259.73	4304.26	3012.98	4842.29	3389.60	4842.29	3389.60
Step 21	5967.67	4177.37	3255.09	2278.57	4340.12	3038.09	4882.64	3417.85	4882.64	3417.85
Step 22	6016.99	4211.89	3282.00	2297.40	4375.99	3063.20	4922.99	3446.09	4922.99	3446.09
Step 23	6066.31	4246.42	3308.90	2316.23	4411.86	3088.30	4963.35	3474.34	4963.35	3474.34

2017-18 Activity Sponsor Salary Schedule
(Unit Value = \$448.36)

	Badminton		Baseball		Basketball – Boys		Basketball – Girls		Cross Country - Boys	
Units	9.4		13.6		15.8		14.8		7.6	
Base	4214.58	2950.21	6097.70	4268.39	7084.09	4958.86	6635.73	4645.01	3407.54	2385.28
Step 2	4425.31	3097.72	6402.58	4481.81	7438.29	5206.80	6967.51	4877.26	3577.91	2504.54
Step 3	4425.31	3097.72	6402.58	4481.81	7438.29	5206.80	6967.51	4877.26	3577.91	2504.54
Step 4	4425.31	3097.72	6402.58	4481.81	7438.29	5206.80	6967.51	4877.26	3577.91	2504.54
Step 5	4425.31	3097.72	6402.58	4481.81	7438.29	5206.80	6967.51	4877.26	3577.91	2504.54
Step 6	4467.46	3127.22	6463.56	4524.49	7509.13	5256.39	7033.87	4923.71	3611.99	2528.39
Step 7	4509.60	3156.72	6524.53	4567.17	7579.97	5305.98	7100.23	4970.16	3646.06	2552.24
Step 8	4551.75	3186.23	6585.51	4609.86	7650.82	5355.57	7166.59	5016.61	3680.14	2576.10
Step 9	4593.90	3215.73	6646.49	4652.54	7721.66	5405.16	7232.94	5063.06	3714.21	2599.95
Step 10	4636.04	3245.23	6707.47	4695.23	7792.50	5454.75	7299.30	5109.51	3748.29	2623.80
Step 11	4678.19	3274.73	6768.44	4737.91	7863.34	5504.34	7365.66	5155.96	3782.36	2647.66
Step 12	4720.33	3304.23	6829.42	4780.59	7934.18	5553.92	7432.02	5202.41	3816.44	2671.51
Step 13	4762.48	3333.74	6890.40	4823.28	8005.02	5603.51	7498.37	5248.86	3850.52	2695.36
Step 14	4804.63	3363.24	6951.37	4865.96	8075.86	5653.10	7564.73	5295.31	3884.59	2719.21
Step 15	4846.77	3392.74	7012.35	4908.65	8146.70	5702.69	7631.09	5341.76	3918.67	2743.07
Step 16	4888.92	3422.24	7073.33	4951.33	8217.54	5752.28	7697.44	5388.21	3952.74	2766.92
Step 17	4931.06	3451.74	7134.30	4994.01	8288.38	5801.87	7763.80	5434.66	3986.82	2790.77
Step 18	4973.21	3481.25	7195.28	5036.70	8359.22	5851.46	7830.16	5481.11	4020.89	2814.62
Step 19	5015.35	3510.75	7256.26	5079.38	8430.06	5901.05	7896.52	5527.56	4054.97	2838.48
Step 20	5057.50	3540.25	7317.24	5122.06	8500.91	5950.63	7962.87	5574.01	4089.04	2862.33
Step 21	5099.65	3569.75	7378.21	5164.75	8571.75	6000.22	8029.23	5620.46	4123.12	2886.18
Step 22	5141.79	3599.25	7439.19	5207.43	8642.59	6049.81	8095.59	5666.91	4157.19	2910.04
Step 23	5183.94	3628.76	7500.17	5250.12	8713.43	6099.40	8161.95	5713.36	4191.27	2933.89

	Cross Country – Girls		Football		Golf – Boys		Golf – Girls		Soccer - Boys	
Units	8.6		17.6		9.4		8.4		14.6	
Base	3855.90	2699.13	7891.14	5523.80	4214.58	2950.21	3766.22	2636.36	6546.06	4582.24
Step 2	4048.69	2834.08	8285.69	5799.98	4425.31	3097.72	3954.54	2768.17	6873.36	4811.35
Step 3	4048.69	2834.08	8285.69	5799.98	4425.31	3097.72	3954.54	2768.17	6873.36	4811.35
Step 4	4048.69	2834.08	8285.69	5799.98	4425.31	3097.72	3954.54	2768.17	6873.36	4811.35
Step 5	4048.69	2834.08	8285.69	5799.98	4425.31	3097.72	3954.54	2768.17	6873.36	4811.35
Step 6	4087.25	2861.07	8364.60	5855.22	4467.46	3127.22	3992.20	2794.54	6938.82	4857.17
Step 7	4125.81	2888.07	8443.52	5910.46	4509.60	3156.72	4029.86	2820.90	7004.28	4903.00
Step 8	4164.37	2915.06	8522.43	5965.70	4551.75	3186.23	4067.52	2847.27	7069.74	4948.82
Step 9	4202.93	2942.05	8601.34	6020.94	4593.90	3215.73	4105.18	2873.63	7135.20	4994.64
Step 10	4241.49	2969.04	8680.25	6076.17	4636.04	3245.23	4142.85	2899.99	7200.66	5040.46
Step 11	4280.04	2996.03	8759.16	6131.41	4678.19	3274.73	4180.51	2926.36	7266.12	5086.29
Step 12	4318.60	3023.02	8838.07	6186.65	4720.33	3304.23	4218.17	2952.72	7331.58	5132.11
Step 13	4357.16	3050.01	8916.98	6241.89	4762.48	3333.74	4255.83	2979.08	7397.04	5177.93
Step 14	4395.72	3077.01	8995.90	6297.13	4804.63	3363.24	4293.50	3005.45	7462.50	5223.75
Step 15	4434.28	3104.00	9074.81	6352.36	4846.77	3392.74	4331.16	3031.81	7527.96	5269.58
Step 16	4472.84	3130.99	9153.72	6407.60	4888.92	3422.24	4368.82	3058.17	7593.42	5315.40
Step 17	4511.40	3157.98	9232.63	6462.84	4931.06	3451.74	4406.48	3084.54	7658.89	5361.22
Step 18	4549.96	3184.97	9311.54	6518.08	4973.21	3481.25	4444.14	3110.90	7724.35	5407.04
Step 19	4588.52	3211.96	9390.45	6573.32	5015.35	3510.75	4481.81	3137.26	7789.81	5452.86
Step 20	4627.08	3238.95	9469.36	6628.55	5057.50	3540.25	4519.47	3163.63	7855.27	5498.69
Step 21	4665.63	3265.94	9548.27	6683.79	5099.65	3569.75	4557.13	3189.99	7920.73	5544.51
Step 22	4704.19	3292.94	9627.19	6739.03	5141.79	3599.25	4594.79	3216.36	7986.19	5590.33
Step 23	4742.75	3319.93	9706.10	6794.27	5183.94	3628.76	4632.46	3242.72	8051.65	5636.15

2017-18 Activity Sponsor Salary Schedule
(Unit Value = \$448.36)

	Soccer – Girls		Softball		Swimming – Boys		Swimming – Girls		Tennis - Boys	
Units	13.6		12.6		8.8		10.8		8.6	
Base	6097.70	4268.39	5649.34	3954.54	3945.57	2761.90	4842.29	3389.60	3855.90	2699.13
Step 2	6402.58	4481.81	5931.80	4152.26	4142.85	2899.99	5084.40	3559.08	4048.69	2834.08
Step 3	6402.58	4481.81	5931.80	4152.26	4142.85	2899.99	5084.40	3559.08	4048.69	2834.08
Step 4	6402.58	4481.81	5931.80	4152.26	4142.85	2899.99	5084.40	3559.08	4048.69	2834.08
Step 5	6402.58	4481.81	5931.80	4152.26	4142.85	2899.99	5084.40	3559.08	4048.69	2834.08
Step 6	6463.56	4524.49	5988.30	4191.81	4182.30	2927.61	5132.83	3592.98	4087.25	2861.07
Step 7	6524.53	4567.17	6044.79	4231.35	4221.76	2955.23	5181.25	3626.87	4125.81	2888.07
Step 8	6585.51	4609.86	6101.28	4270.90	4261.21	2982.85	5229.67	3660.77	4164.37	2915.06
Step 9	6646.49	4652.54	6157.78	4310.44	4300.67	3010.47	5278.09	3694.67	4202.93	2942.05
Step 10	6707.47	4695.23	6214.27	4349.99	4340.12	3038.09	5326.52	3728.56	4241.49	2969.04
Step 11	6768.44	4737.91	6270.76	4389.53	4379.58	3065.71	5374.94	3762.46	4280.04	2996.03
Step 12	6829.42	4780.59	6327.26	4429.08	4419.04	3093.33	5423.36	3796.35	4318.60	3023.02
Step 13	6890.40	4823.28	6383.75	4468.62	4458.49	3120.94	5471.79	3830.25	4357.16	3050.01
Step 14	6951.37	4865.96	6440.24	4508.17	4497.95	3148.56	5520.21	3864.15	4395.72	3077.01
Step 15	7012.35	4908.65	6496.74	4547.72	4537.40	3176.18	5568.63	3898.04	4434.28	3104.00
Step 16	7073.33	4951.33	6553.23	4587.26	4576.86	3203.80	5617.05	3931.94	4472.84	3130.99
Step 17	7134.30	4994.01	6609.72	4626.81	4616.31	3231.42	5665.48	3965.83	4511.40	3157.98
Step 18	7195.28	5036.70	6666.22	4666.35	4655.77	3259.04	5713.90	3999.73	4549.96	3184.97
Step 19	7256.26	5079.38	6722.71	4705.90	4695.23	3286.66	5762.32	4033.63	4588.52	3211.96
Step 20	7317.24	5122.06	6779.20	4745.44	4734.68	3314.28	5810.75	4067.52	4627.08	3238.95
Step 21	7378.21	5164.75	6835.70	4784.99	4774.14	3341.90	5859.17	4101.42	4665.63	3265.94
Step 22	7439.19	5207.43	6892.19	4824.53	4813.59	3369.52	5907.59	4135.31	4704.19	3292.94
Step 23	7500.17	5250.12	6948.68	4864.08	4853.05	3397.13	5956.01	4169.21	4742.75	3319.93

	Tennis – Girls		Track – Boys & Girls		Volleyball – Boys		Volleyball – Girls		Wrestling	
Units	9.6		13.0		11.6		13.6		10.6	
Base	4304.26	3012.98	5828.68	4080.08	5200.98	3640.68	6097.70	4268.39	4752.62	3326.83
Step 2	4519.47	3163.63	6120.11	4284.08	5461.02	3822.72	6402.58	4481.81	4990.25	3493.17
Step 3	4519.47	3163.63	6120.11	4284.08	5461.02	3822.72	6402.58	4481.81	4990.25	3493.17
Step 4	4519.47	3163.63	6120.11	4284.08	5461.02	3822.72	6402.58	4481.81	4990.25	3493.17
Step 5	4519.47	3163.63	6120.11	4284.08	5461.02	3822.72	6402.58	4481.81	4990.25	3493.17
Step 6	4562.51	3193.76	6178.40	4324.88	5513.03	3859.12	6463.56	4524.49	5037.77	3526.44
Step 7	4605.55	3223.89	6236.69	4365.68	5565.04	3895.53	6524.53	4567.17	5085.30	3559.71
Step 8	4648.60	3254.02	6294.97	4406.48	5617.05	3931.94	6585.51	4609.86	5132.83	3592.98
Step 9	4691.64	3284.15	6353.26	4447.28	5669.06	3968.34	6646.49	4652.54	5180.35	3626.25
Step 10	4734.68	3314.28	6411.55	4488.08	5721.07	4004.75	6707.47	4695.23	5227.88	3659.51
Step 11	4777.72	3344.41	6469.83	4528.88	5773.08	4041.16	6768.44	4737.91	5275.40	3692.78
Step 12	4820.77	3374.54	6528.12	4569.69	5825.09	4077.57	6829.42	4780.59	5322.93	3726.05
Step 13	4863.81	3404.67	6586.41	4610.49	5877.10	4113.97	6890.40	4823.28	5370.46	3759.32
Step 14	4906.85	3434.80	6644.70	4651.29	5929.11	4150.38	6951.37	4865.96	5417.98	3792.59
Step 15	4949.89	3464.93	6702.98	4692.09	5981.12	4186.79	7012.35	4908.65	5465.51	3825.86
Step 16	4992.94	3495.06	6761.27	4732.89	6033.13	4223.19	7073.33	4951.33	5513.03	3859.12
Step 17	5035.98	3525.19	6819.56	4773.69	6085.14	4259.60	7134.30	4994.01	5560.56	3892.39
Step 18	5079.02	3555.32	6877.84	4814.49	6137.15	4296.01	7195.28	5036.70	5608.09	3925.66
Step 19	5122.06	3585.45	6936.13	4855.29	6189.16	4332.41	7256.26	5079.38	5655.61	3958.93
Step 20	5165.11	3615.58	6994.42	4896.09	6241.17	4368.82	7317.24	5122.06	5703.14	3992.20
Step 21	5208.15	3645.70	7052.70	4936.89	6293.18	4405.23	7378.21	5164.75	5750.67	4025.47
Step 22	5251.19	3675.83	7110.99	4977.69	6345.19	4441.63	7439.19	5207.43	5798.19	4058.73
Step 23	5294.23	3705.96	7169.28	5018.49	6397.20	4478.04	7500.17	5250.12	5845.72	4092.00

APPENDIX C: EDUCATIONAL LEADERSHIP POSITIONS

1. Department Chairperson & Curriculum Leader Compensation

A. Subject Area

Department Chairpersons may be sought in each subject area designated by the Board of Education. In addition, other Curriculum Leadership roles may be designated.

Effective with the 2006-07 school year newly appointed Department Chairpersons shall be full-time employees. However, those presently serving part-time shall be permitted to continue on a part-time basis until the position is vacated and a replacement is named.

B. Pay for Department Chairpersons

Pay for Department Chairpersons and Curriculum Leaders shall be determined by the following five factors.

1. Factor One - Responsibility:

Each Department Chairperson and Curriculum Leader shall be compensated for performing the basic responsibilities of the approved job description. The stipend for the basic responsibility will be \$2,600.

2. Factor Two - Number of Teachers:

Each Department Chairperson shall receive a flat rate of \$110 per teacher assigned full- or part-time to his/her Department or Department Combination.

3. Factor Three - Released Time:

Each Department Chairperson or Curriculum Leader shall receive the applicable additional payment based on the formula below for released time provided.

Number of Teachers (including the Chair)	Released Periods	Additional Payment
	0	\$1,300
1-6	1	\$1,040
7-13	2	\$780
14-21	3	\$520

4. Factor Four - Combination Departments:

A Chairperson who serves a combination department (two or more subject areas) shall receive \$208 for each additional department beyond the first one. This factor does not apply to Curriculum Leaders other than Chairpersons.

5. Factor Five - Experience Factor:

Each Chairperson or Curriculum Leader shall be paid an additional \$110 per year for each year of experience as a Chair or Curriculum Leader up to a maximum of \$1,600.

Total Compensation: The total compensation for a Department Chairperson or Curriculum leader shall consist of \$110 times the number of Teachers or departments under his/her supervision plus

the sum of the Responsibility Factor, the Released Time Factor, the Combined Department Factor (if applicable), and the Experience Factor.

2. Assistant Division Heads

Assistant Division Head positions may be created at the discretion of the Board of Education based upon a recommendation from the Superintendent or his/her designee. Assistant Division Heads will assist the Division Head in their specific division with the evaluation of certified staff members and perform such other duties as are determined by the Superintendent or his/her designee. Assistant Division Heads shall hold all of the credentials required by the Illinois State Board of Education necessary for the evaluation of certified staff members. Assistant Division Heads will be granted one (1) class period of release time per day for each semester for the purpose of performing job responsibilities related to this position. Assistant Division Heads will receive a \$3,000 stipend per year, payable in 24 equal installments, per Article 5, Payroll, Section B. Assistant Division Head positions shall be posted in accordance with Article 3, Section C.

Field Trips, Student Travel and Optional Student Travel Prior Approval Form

Trip Name: Spain Exchange – Spring 2019

Trip Destination: Soria, Spain - Nuestra Señora del Pilar, Escolapios

Trip Dates: March 2019 to April 2019 (tentative dates March 21 – April 2)

Person/Entity Organizing, Conducting, or Sponsoring Trip: World Languages Department – Sarah Gill (Coordinator)

Distance Between School and Destination: 4206 miles




Rationale for Trip: This trip provides students with a Spanish language immersion and cultural exchange through a homestay experience. Students will attend classes at the host school and experience some of Spain historical/cultural destinations.

All Field Trips, Student Travel, and Optional Student Travel must have the Superintendent or designee's prior approval, except that Field Trips, Student Travel, or Optional Student Travel beyond a 250-mile radius of Community High School must have the prior approval of the Board of Education.

Requests for Field Trips (regardless of the location or duration of the trip) must be submitted for approval at least fourteen (14) days prior to the date of the proposed trip.

Requests for Optional Student Travel within a 250-mile radius of Community High School must be submitted for approval not less than forty-five (45) days before the trip is scheduled to begin.

Requests for Student Travel and Optional Student Travel beyond a 250-mile radius of Community High School must be submitted for approval not less than ninety (90) days before the trip is scheduled to begin.

 _____ Teacher Signature	<u>3-1-18</u> Date	 _____ Division Head Signature	<u>3/1/18</u> Date
 _____ Principal Signature	<u>3/2/18</u> Date	_____ Superintendent Signature	_____ Date

Field Trips, Student Travel and Optional Student Travel Prior Approval Form

Trip Name: LIFESMARTS NATIONAL COMPETITION

Trip Destination: SAN DIEGO, CA

Trip Dates: APRIL 21-24

Person/Entity Organizing, Conducting, or Sponsoring Trip: _____

DON ZABELIN

Distance Between School and
Destination: 1750 MILES

Rationale for Trip: _____

STUDENTS HAVE WON THE STATE LIFESMARTS
COMPETITION AND WILL BE REPRESENTING
ILLINOIS AT NATIONALS

All Field Trips, Student Travel, and Optional Student Travel must have the Superintendent or designee's prior approval, except that Field Trips, Student Travel, or Optional Student Travel beyond a 250-mile radius of Community High School must have the prior approval of the Board of Education.

Requests for Field Trips (regardless of the location or duration of the trip) must be submitted for approval at least fourteen (14) days prior to the date of the proposed trip.

Requests for Optional Student Travel within a 250-mile radius of Community High School must be submitted for approval not less than forty-five (45) days before the trip is scheduled to begin.

Requests for Student Travel and Optional Student Travel beyond a 250-mile radius of Community High School must be submitted for approval not less than ninety (90) days before the trip is scheduled to begin.

Don Zabelin 3-13-18
Teacher Signature Date
[Signature] 3/14/18
Principal Signature Date

Marc Lodge 3/13/18
Division Head Signature Date

Superintendent Signature Date

Field Trips, Student Travel and Optional Student Travel Prior Approval Form

Trip Name: BPA National Leadership Conference

Trip Destination: Dallas, Texas

Trip Dates: May 9 – May 13, 2018

Person/Entity Organizing, Conducting, or Sponsoring Trip: BPA Business Professionals of America

Distance Between School and Destination: 923.1 Miles


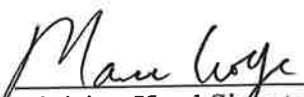

Rationale for Trip: Two senior boys, Michael Sawacki who placed 1st in Extemporaneous Speech and 5th in Personal Financial Management and Peter Nyugen who placed 5th in Fundamental Accounting at the BPA State Conference, will be competing at the national level in their respective events representing West Chicago Community High School.

All Field Trips, Student Travel, and Optional Student Travel must have the Superintendent or designee's prior approval, except that Field Trips, Student Travel, or Optional Student Travel beyond a 250-mile radius of Community High School must have the prior approval of the Board of Education.

Requests for Field Trips (regardless of the location or duration of the trip) must be submitted for approval at least fourteen (14) days prior to the date of the proposed trip.

Requests for Optional Student Travel within a 250-mile radius of Community High School must be submitted for approval not less than forty-five (45) days before the trip is scheduled to begin.

Requests for Student Travel and Optional Student Travel beyond a 250-mile radius of Community High School must be submitted for approval not less than ninety (90) days before the trip is scheduled to begin.

 _____ Teacher Signature	<u>3/7/18</u> Date	 _____ Division Head Signature	<u>3/8/18</u> Date
 _____ Principal Signature	<u>3/8/18</u> Date	_____ Superintendent Signature	_____ Date

**INTERGOVERNMENTAL AGREEMENT
BETWEEN THE CITY OF WEST CHICAGO, DUPAGE AIRPORT AUTHORITY, WEST
CHICAGO LIBRARY DISTRICT, WEST CHICAGO FIRE PROTECTION DISTRICT,
WEST CHICAGO ELEMENTARY SCHOOL DISTRICT 33, COMMUNITY HIGH
SCHOOL DISTRICT 94 AND NORIX GROUP, INC. IN REGARD TO A PROPERTY
TAX ABATEMENT RELATIVE TO THE DEVELOPMENT OF THE NORIX PROPERTY**

This INTERGOVERNMENTAL AGREEMENT (“Agreement”) is entered into this _____ day of _____, 2018 (“Effective Date”), by and between the CITY OF WEST CHICAGO, an Illinois home rule municipal corporation (“CITY”), the DUPAGE AIRPORT AUTHORITY, an Illinois airport authority (“AIRPORT”), the WEST CHICAGO LIBRARY DISTRICT, an Illinois library district (“LIBRARY”), the WEST CHICAGO FIRE PROTECTION DISTRICT, an Illinois fire protection district (“FIRE PROTECTION DISTRICT”), the WEST CHICAGO ELEMENTARY SCHOOL DISTRICT 33, an Illinois school district (“ELEMENTARY SCHOOL DISTRICT”), the COMMUNITY HIGH SCHOOL DISTRICT 94, an Illinois school district (“HIGH SCHOOL DISTRICT”), and NORIX GROUP, INC., an Illinois corporation (“NORIX GROUP”) and NORIX GLOBAL HOLDINGS, LLC, a Delaware limited liability company (“NORIX HOLDINGS” and together with NORIX GROUP collectively the “DEVELOPER”). The CITY, the AIRPORT, the LIBRARY, the FIRE PROTECTION DISTRICT, the ELEMENTARY SCHOOL DISTRICT, the HIGH SCHOOL DISTRICT, and the DEVELOPER are sometimes individually referred to herein as a “Party” and collectively referred to as the “Parties.”

WITNESSETH

WHEREAS, NORIX GROUP is under contract to acquire the property commonly known as vacant land at Fabyan Drive and Innovation Parkway, West Chicago, Illinois,

with said property being legally described on EXHIBIT A-1, attached hereto and made part hereof, and depicted on EXHIBIT A-2, attached hereto and made part hereof (“Subject Property”); and

WHEREAS, prior to the acquisition of the Subject Property, NORIX GROUP will assign its contract to NORIX HOLDINGS to take title to the Subject Property; and

WHEREAS, the DEVELOPER desires to develop the Subject Property into a manufacturing and office campus consisting of a building of approximately one hundred sixty-six thousand (166,000) square feet on approximately twenty (20) acres, as depicted and further described in EXHIBIT B-1 and EXHIBIT B-2, respectively, attached hereto and made a part hereof (“Project”); and

WHEREAS, the DEVELOPER desires to own, develop and operate the Project on the Subject Property; and

WHEREAS, in order to induce the DEVELOPER to proceed with the Project, the CITY, the AIRPORT, the LIBRARY, the FIRE PROTECTION DISTRICT, the ELEMENTARY SCHOOL DISTRICT, and the HIGH SCHOOL DISTRICT (collectively the “UNITS OF GOVERNMENT”) agree to provide the DEVELOPER with a partial real estate tax abatement in regard to certain of the real estate taxes assessed by the UNITS OF GOVERNMENT against the Subject Property (“Tax Abatement”); and

WHEREAS, the Tax Abatement will provide a real estate tax abatement from the UNITS OF GOVERNMENT to the DEVELOPER pursuant to 35 ILCS 200/18-165 (“Abatement Law”); and

WHEREAS, the UNITS OF GOVERNMENT have agreed to provide the Tax Abatement to the DEVELOPER, pursuant to the terms and conditions as set forth in this

Agreement, provided the DEVELOPER agrees to refrain from taking any actions, either directly or indirectly, to lower the equalized assessed valuation of the Subject Property, including the Project located thereon, for a period of fifteen (15) years after the Project commences operation, below those equalized assessed valuations as set forth on EXHIBIT C, attached hereto and made part hereof (“Anticipated Assessed Values”); and

WHEREAS, the DEVELOPER is in agreement with the restriction set forth above, relative to maintaining the Anticipated Assessed Values for the Subject Property; and

WHEREAS, by providing the Tax Abatement, in exchange for the DEVELOPER agreeing to maintain the Anticipated Assessed Values for the Subject Property, the UNITS OF GOVERNMENT will induce the DEVELOPER to cause the Project to be constructed and operated, which the UNITS OF GOVERNMENT anticipate will provide future financial benefits for the UNITS OF GOVERNMENT; and

WHEREAS, Article VII, Section 10 of the 1970 Illinois Constitution, 5 ILCS 220/1 *et seq.* and the CITY’S home rule powers provide the authority for this Agreement; and

WHEREAS, it is in the best interests of the Parties to enter into this Agreement;

NOW, THEREFORE, in consideration of the foregoing, and the mutual covenants and agreements contained herein, the Parties hereto agree as follows:

1. **INCORPORATION OF PREAMBLES.** The preambles hereto, as set forth above, are incorporated herein by reference and are made part hereof.
2. **DEVELOPER CONDITIONS.** The DEVELOPER’S right to receive the Tax Abatement under this Agreement is expressly conditioned upon the satisfaction by the DEVELOPER of the following conditions:

- A. NORIX HOLDINGS shall acquire title to the Subject Property on or before _____, 201_;
- B. Construct and operate the Project on the Subject Property in accordance with EXHIBITS B-1 and B-2, subject to the DEVELOPER's right to expand operations and the physical footprint of the building upon the Subject Property, in accordance with all applicable laws and regulations;
- C. Obtain certificates of occupancy, or final approvals, for the Project from all governmental entities having jurisdiction over the design and construction of the Project, on or before _____, 201_. The date the DEVELOPER receives the last of the final certificates of occupancy or final approvals for the Project from all governmental entities having jurisdiction over the design and construction of the Project shall be the "Commencement Date." The DEVELOPER shall notify each of the UNITS OF GOVERNMENT of the Commencement Date within fourteen (14) days after the Commencement Date has occurred;
- D. Comply with the real estate tax obligations set forth in Section 4. below; and
- E. Notwithstanding any provision in this Agreement to the contrary, if the DEVELOPER fails to meet any of its obligations in Sections 2.A., 2.B., or 2.C. of this Agreement, the Agreement shall be terminated and be null and void. Any obligation imposed upon the Developer under this Section 2 may be performed by either NORIX GROUP or NORIX HOLDINGS, as the case may be.

3. REAL ESTATE TAX ABATEMENT.

- A. Subject to the DEVELOPER, on the Subject Property, being in full compliance with Section 2. above, and Section 4. below, the UNITS OF GOVERNMENT shall provide the DEVELOPER with the Tax Abatement pursuant to the Abatement Law, relative to the real estate taxes assessed against the Subject Property, including the Project located thereon, with said Tax Abatement being:
 - 1. For a maximum of ten (10) years, beginning with the real estate taxes levied on the Subject Property, including the Project located thereon, for the full calendar year after the calendar year in which the Commencement Date occurs, which real estate taxes are

payable in the year thereafter, even if the full amount referenced in Subsection 3.A.2. below has not been abated;

2. Limited to a total cumulative amount from the UNITS OF GOVERNMENT combined of Four Million and No/100 Dollars (\$4,000,000.00), even if the Tax Abatement has not occurred for the full ten (10) year period referenced in Subsection 3.A.1. above;
3. Limited to Fifty Percent (50%) of the real estate taxes to be received by the UNITS OF GOVERNMENT from the Subject Property, including the Project located thereon, exclusive of real estate taxes received to satisfy any debt service tax levy of general applicability to all property within any one or more of the respective UNITS OF GOVERNMENT, in any given year; and
4. Limited by excluding amounts levied by each of the UNITS OF GOVERNMENT for debt service, and limited in the Abatement Law, and any amendments thereto after the Effective Date.

Within sixty (60) days of the Commencement Date, each of the UNITS OF GOVERNMENT shall adopt the ordinance attached hereto as EXHIBIT D and made a part hereof (“Abatement Ordinance”), and send a certified copy of the Abatement Ordinance to the DuPage County Clerk (“Clerk”), with such changes to the Abatement Ordinance being made to tailor the Abatement Ordinance to the specific ordinance form requirements of each of the UNITS OF GOVERNMENT, and after updating the current P.I.N.s and legal description(s) for the Subject Property, including the Project located thereon, if any. The Parties acknowledge that under the Abatement Law, the Clerk administers the Tax Abatement. The Parties acknowledge that as of the Effective Date, the process for administering the Tax Abatement as is described in EXHIBIT E, attached hereto and made a part hereof, and that the process described in EXHIBIT E may change after the Effective Date. If the process for administering the Tax Abatement as

described in EXHIBIT E is changed after the Effective Date, the Parties shall update EXHIBIT E to reflect the new process, which update may occur upon agreement of the chief administrative officers of each of the UNITS OF GOVERNMENT and the DEVELOPER. The Parties shall cooperate with one another, and the Clerk, in administering the Tax Abatement. Upon a reasonable request of the Clerk, or any other Party, the Parties shall timely respond to requests for information and documents related to the Tax Abatement, and the Parties shall take all reasonable steps in a timely manner needed to administer the Tax Abatement consistent with the terms of this Agreement.

B. During the term of this Agreement, if the DEVELOPER ceases operating the Project on the Subject Property, or if the DEVELOPER breaches any of its obligations in this Agreement, the DEVELOPER shall reimburse the UNITS OF GOVERNMENT the Tax Abatement as follows:

1. If within five (5) years from the Commencement Date, the DEVELOPER shall pay each of the UNITS OF GOVERNMENT its *pro rata* amount of Seventy Five Percent (75%) of the Tax Abatement realized by the DEVELOPER; or
2. If after five (5) years from the Commencement Date, the DEVELOPER shall pay each of the UNITS OF GOVERNMENT its *pro rata* amount of Fifty Percent (50%) of the Tax Abatement realized by the DEVELOPER.

The DEVELOPER's reimbursement obligations herein shall survive, and be binding upon the DEVELOPER, regardless of the termination or expiration of this Agreement, until fifteen (15) years after the Commencement Date. The DEVELOPER shall reimburse the UNITS OF

GOVERNMENT within thirty (30) days of a written demand from the UNITS OF GOVERNMENT for such reimbursement.

4. REAL ESTATE TAX OBLIGATIONS OF THE DEVELOPER.

- A. The DEVELOPER agrees to pay, or cause to be paid, all general and special real estate taxes levied against its respective interest in the Subject Property, including the Project located thereon, on or prior to the date same is due, and said real estate taxes shall not become delinquent. The DEVELOPER shall deliver evidence of payment of such real estate taxes to the UNITS OF GOVERNMENT upon request.

- B. The DEVELOPER agrees:
 - (1) to not challenge, contest, seek, or allow a reduction in, or assert tax-exempt status in relation to, the real estate taxes assessed against the Subject Property, including the Project located thereon, below the Anticipated Assessed Values, as shown on EXHIBIT C;

 - (2) to prohibit any third party obligated to pay the real estate taxes, in whole or in part, assessed against the Subject Property, including the Project located thereon, or any portion thereof, from challenging, contesting, seeking a reduction in or asserting tax-exempt status in relation to the real estate taxes assessed against the Subject Property, including the Project located thereon, below the Anticipated Assessed Values, as shown on EXHIBIT C; and

 - (3) to not file, participate in, or allow a tax rate objection, contest or other challenge to the taxes and/or levies of the taxing districts authorized by law to levy property taxes against the Subject Property.

- C. The remedy to each of the UNITS OF GOVERNMENT, in the event of a breach by DEVELOPER of its obligations in Subsection 4.B. above, shall be for the DEVELOPER to pay to each of the UNITS OF GOVERNMENT, on an annual basis, the difference between the actual real estate taxes payable with respect to the Subject Property, including the Project located thereon, and the amount of real estate taxes that would have been due and owing on the Anticipated Assessed Values for such year but for the DEVELOPER's breach of its obligations in Subsection 4.B. above, after the Tax Abatement for such year (said deficiency shall herein be referred to as the "Tax Deficiency"), plus interest thereon at the prime rate charged by BMO Harris Bank (or its successor) plus Three Percent (3%) per annum for the period beginning on the date the real estate taxes are received by each of the UNITS OF GOVERNMENT for any given year and

ending on the date the Tax Deficiency is paid to each of the UNITS OF GOVERNMENT, which shall be due within thirty (30) days of notice from any one (1) of the UNITS OF GOVERNMENT.

- D. The DEVELOPER agrees to not pursue, permit or allow the disconnection or detachment of the Subject Property from any of the UNITS OF GOVERNMENT.

5. GENERAL CONDITIONS/REQUIREMENTS.

- A. This Agreement is entered into for the benefit of each of the Parties, solely, and not for the benefit of any third party.
- B. Nothing contained in this Agreement shall constitute a waiver of any privileges, defenses or immunities which the UNITS OF GOVERNMENT may have under the Local Governmental and Governmental Employees Tort Immunity Act, 745 ILCS 10/1-101, *et seq.*, with respect to any claim brought by a third party.
- C. The obligations of the DEVELOPER shall constitute covenants running with the land legally described in Exhibit A-1 and shall be binding on successors and assigns of the DEVELOPER and shall bind all owners of the Subject Property, including the Project located thereon, or any portion thereof.
- D. This Agreement shall be recorded on title to the Subject Property at the expense of the DEVELOPER upon taking effect.
- E. Upon a breach of this Agreement by DEVELOPER, any of the UNITS OF GOVERNMENT may repeal their respective Abatement Ordinance, and any Party, by an action or proceeding solely in equity brought in the 18th Judicial Circuit Court, in DuPage County, Illinois, may secure the specific performance of the covenants and agreements herein contained, for failure of performance.
- F. In the event of a default by any of the Parties, the defaulting Party, as adjudicated by a court of competent jurisdiction, shall pay to the non-defaulting Party / Parties, upon demand, all of the non-defaulting Party's / Parties' reasonable costs, charges and expenses, including, but not limited to, the costs of accountants, consultants, attorneys and others retained by the non-defaulting Party / Parties for the purpose of enforcing any of the obligations of the defaulting Party under this Agreement.
- G. The failure of any Party to insist upon the strict and prompt performance of the terms, covenants, agreements and conditions herein contained, or any of them, by any other Party, shall not constitute or be construed as a

waiver or relinquishment of any Party's right thereafter to enforce any such term, covenant, agreement or condition, but the same shall continue in full force and effect.

- H. If the performance by any Party hereunder is delayed as a result of circumstances which are beyond the reasonable control of such Party (which circumstances shall only include acts of God, war, strikes or similar acts of *force majeure*), the time for such performance shall be extended by the amount of time of such delay.
- I. This Agreement shall remain in full force and effect for fifteen (15) years after the Commencement Date.
- J. In the event that any UNIT OF GOVERNMENT's authority under the Abatement Law to carry out its obligation in this Agreement is repealed, becomes null and void or otherwise becomes invalid, then the UNIT OF GOVERNMENT's obligations hereunder shall cease and no further obligations of any sort shall be required of the UNIT OF GOVERNMENT. The DEVELOPER shall have no recourse against the affected UNIT OF GOVERNMENT(s) in such event.
- K. No amendment to, or modification of, this Agreement shall be effective unless and until it is in writing and approved by the authorized representative of the DEVELOPER and by each of the UNITS OF GOVERNMENT's corporate authorities, and executed and delivered by the authorized representatives of each Party.
- L. If, during the term of this Agreement, any lawsuits or other proceedings are filed or initiated against any Party before any court, commission, board, bureau, agency, unit of government or sub-unit thereof, arbitrator, or other instrumentality, that may materially affect or inhibit the ability of any Party to perform its obligations under, or otherwise to comply with, this Agreement ("Litigation"), the Party against which the Litigation is filed or initiated shall promptly deliver a copy of the complaint or charge related thereto to the other Parties and shall thereafter keep the other Parties fully informed concerning all aspects of the Litigation. Each Party shall, to the extent necessary, cooperate with the other Parties in this event. The Parties each agree to use their respective best efforts to defend the validity of this Agreement and the Abatement Ordinances adopted pursuant to this Agreement, including every portion thereof and every approval given, and every action taken, pursuant thereto.
- M. The DEVELOPER shall and hereby agrees to defend, hold harmless and indemnify the UNITS OF GOVERNMENT, and their respective elected officials, appointed officials, employees, agents and attorneys (collectively the "UNITS OF GOVERNMENT Affiliates") from and against any and all

claims, demands, suits, damages, liabilities, losses, expenses, and judgments which may arise relating to this Agreement. The obligation of the DEVELOPER in this regard shall include, but shall not be limited, to all costs and expenses, including reasonable attorneys' fees, incurred by the UNITS OF GOVERNMENT Affiliates in responding to, defending against, or settling any such claims, demands, suits, damages, liabilities, losses, expenses or judgments. The DEVELOPER covenants that it will reimburse the UNITS OF GOVERNMENT Affiliates, or pay over to the UNITS OF GOVERNMENT Affiliates, all sums of money the UNITS OF GOVERNMENT Affiliates pays, or becomes liable to pay, by reason of any of the foregoing; provided, however, that the DEVELOPER's liability under this Section 5.M. shall be limited to the total amount of Tax Abatement that the DEVELOPER has been received pursuant to this Agreement as of the date of any such claim, demand, suit, damage, liability, loss, expense, or judgment. In any suit or proceeding brought hereunder, the UNITS OF GOVERNMENT Affiliates shall have the right to appoint counsel of their own choosing to represent it, the costs and expenses of which shall be paid by the DEVELOPER.

N. The DEVELOPER shall maintain the Subject Property, and operate the Project, in compliance with all Federal, State, County, and UNITS OF GOVERNMENT laws, ordinances, resolutions, rules and regulations.

6. NOTICES. Notice or other writings which any Party is required to, or may wish to, serve upon any other Party in connection with this Agreement shall be in writing and shall be delivered personally or sent by registered or certified mail, return receipt requested, postage prepaid, addressed as follows:

A. If to the CITY:

City of West Chicago
475 Main Street
West Chicago, Illinois 60185
Attention: Mayor

With copies to:

City of West Chicago
475 Main Street
West Chicago, Illinois 60185
Attn: City Administrator

Bond, Dickson & Associates
400 Knoll Street

B. If to the LIBRARY:

West Chicago Library District
118 West Washington Street
West Chicago, Illinois 60185
Attention: President

With copies to:

West Chicago Library District
118 West Washington Street
West Chicago, Illinois 60185
Attn: Executive Director

Wheaton, Illinois 60187
Attn: Patrick Bond

Attn: _____

C. If to the ELEMENTARY SCHOOL DISTRICT:

West Chicago Elementary
School District 33
312 East Forest Avenue
West Chicago, Illinois 60185
Attention: President

With copies to:

West Chicago Elementary
School District 33
312 East Forest Avenue
West Chicago, Illinois 60185
Attention: Superintendent

Attn: _____

D. If to the HIGH SCHOOL DISTRICT:

Community High School
District 94
157 West Washington Street
West Chicago, Illinois 60185
Attention: President

With copies to:

Community High School
District 94
157 West Washington Street
West Chicago, Illinois 60185
Attention: Superintendent

Attn: _____

E. If to the DUPAGE AIRPORT AUTHORITY:

DuPage Airport Authority
2700 International Drive, Suite 200
West Chicago, Illinois 60185
Attention: Chairman

With copies to

DuPage Airport Authority
2700 International Drive, Suite 200
West Chicago, Illinois 60185
Attention: Executive Director
Law Offices of Schirott, Luetkehans
& Garner, LLC
105 E. Irving Park Rd.
Itasca, IL 60143
Attention: Phillip A. Luetkehans

F. If to the DEVELOPER:

Norix Global Holdings, LLC
Norix Group, Inc.

Attention: _____

With a copy to:

Meyers & Flowers
3 N. Second Street, Suite 300
St. Charles, Illinois 60147
Attention: Andrew E. Kolb

G. If to the FIRE PROTECTION DISTRICT:

West Chicago Fire Protection District
200 Freemont Street
West Chicago, Illinois 60185
Attention: President

With copies to:

West Chicago Fire Protection District
200 Freemont Street
West Chicago, Illinois 60185
Attention: Fire Chief

Attn: _____

or to such other address, or additional individuals/entities, as any Party may from time to time designate in a written notice to the other Parties. Service by personal delivery shall be deemed given when delivery occurs, and service by certified or registered mail shall be deemed given three (3) days after depositing same in the mail.

- 7. **COUNTERPARTS.** This Agreement may be executed simultaneously in up to seven (7) counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same Agreement.
- 8. **ENTIRE AGREEMENT.** This Agreement contains the entire understanding between the Parties and supersedes any prior understanding or written or oral agreements between them regarding the within subject matter. There are no representations, agreements, arrangements or understandings, oral or written, between and among the Parties hereto relating to the subject matter of this Agreement which are not fully expressed herein.

9. **EFFECTIVE DATE.** This Agreement shall be deemed dated and become effective on the date the last of the Parties execute this Agreement as set forth below, which date shall be filled in on page 1 hereof.

IN WITNESS WHEREOF, the CITY, pursuant to authority granted by the adoption of a Motion/Resolution by its City Council, has caused this Agreement to be executed by its Mayor and attested by its Clerk; the AIRPORT, pursuant to authority granted by the adoption of a Motion/Resolution by its Board of Commissioners, has caused this Agreement to be signed by its Chairman and attested by its Secretary; the LIBRARY, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Trustees, has caused this Agreement to be signed by its President and attested by its Secretary; the FIRE PROTECTION DISTRICT, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Trustees, has caused this Agreement to be signed by its President and attested by its Secretary; the ELEMENTARY SCHOOL DISTRICT, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Education, has caused this Agreement to be signed by its President and attested by its Secretary; the HIGH SCHOOL DISTRICT, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Education, has caused this Agreement to be signed by its President and attested by its Secretary; NORIX GROUP, pursuant to proper authority granted in accordance with its organizational documents; and NORIX GLOBAL HOLDINGS, LLC, pursuant to proper authority granted in accordance with its organizational documents, has caused this Agreement to be executed by its President and attested by its Secretary.

CITY OF WEST CHICAGO

WEST CHICAGO PUBLIC LIBRARY DISTRICT

By: _____
_____, Mayor

By: _____
_____, President

ATTEST:

ATTEST:

_____, City Clerk

_____, Secretary

Dated: _____

Dated: _____

WEST CHICAGO ELEMENTARY SCHOOL DISTRICT 33

WEST CHICAGO COMMUNITY HIGH SCHOOL DISTRICT 94

By: _____
_____, President

By: _____
_____, President

ATTEST:

ATTEST:

_____, Secretary

_____, Secretary

Dated: _____

Dated: _____

DUPAGE AIRPORT AUTHORITY

NORIX GROUP, INC.

By: _____
_____, Chairman

By: _____
_____, President

ATTEST:

ATTEST:

_____, Secretary

_____, Secretary

Dated: _____

Dated: _____

WEST CHICAGO FIRE PROTECTION DISTRICT

NORIX GLOBAL HOLDINGS, LLC

By: _____
_____, President

By: _____
_____, Manager

ATTEST:

Dated: _____

_____, Secretary

Dated: _____

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

I, the undersigned, a Notary Public, in and for the County and State aforesaid, DO HEREBY CERTIFY that the above-named _____ and _____, personally known to me to be the Mayor and City Clerk of the City of West Chicago, and also known to me to be the same persons whose names are subscribed to the foregoing instrument as such Mayor and City Clerk, respectively, appeared before me this day in person and severally acknowledged that, as such Mayor and City Clerk, they signed and delivered the signed instrument, pursuant to authority given by the City of West Chicago, as their free and voluntary act, and as the free and voluntary act and deed of said City of West Chicago, for the uses and purposes therein set forth.

GIVEN under my hand and Notary Seal, this _____ day of _____, 2018.

Notary Public

My Commission Expires: _____

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

I, the undersigned, a Notary Public, in and for the County and State aforesaid, DO HEREBY CERTIFY that the above-named _____ and _____, personally known to me to be the President and Secretary of the West Chicago Elementary School District 33, and also known to me to be the same persons whose names are subscribed to the foregoing instrument as such President and Secretary, respectively, appeared before me this day in person and severally acknowledged that, as such President and Secretary, they signed and delivered the signed instrument, pursuant to authority given by the West Chicago Elementary School District 33, as their free and voluntary act, and as the free and voluntary act and deed of said West Chicago Elementary School District 33, for the uses and purposes therein set forth.

GIVEN under my hand and Notary Seal, this _____ day of _____, 2018.

Notary Public

My Commission Expires: _____

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

I, the undersigned, a Notary Public, in and for the County and State aforesaid, DO HEREBY CERTIFY that the above-named _____ and _____, personally known to me to be the President and Secretary of the West Community High School District 94, and also known to me to be the same persons whose names are subscribed to the foregoing instrument as such President and Secretary, respectively, appeared before me this day in person and severally acknowledged that, as such President and Secretary, they signed and delivered the signed instrument, pursuant to authority given by the West Chicago Community High School District 94, as their free and voluntary act, and as the free and voluntary act and deed of said West Chicago Community High School District 94, for the uses and purposes therein set forth.

GIVEN under my hand and Notary Seal, this _____ day of _____, 2018.

Notary Public

My Commission Expires: _____

EXHIBIT A-1

Legal Description of Subject Property

(attached)

THAT PART OF THE WEST HALF OF THE SOUTHWEST QUARTER OF SECTION 7 IN TOWNSHIP 39 NORTH, RANGE 9 EAST OF THE THIRD PRINCIPAL MERIDIAN IN DUPAGE COUNTY, ILLINOIS, DESCRIBED AS FOLLOWS:

BEGINNING AT THE SOUTHWEST CORNER OF LOT 1 IN PAYTON'S SUBDIVISION, BEING A SUBDIVISION IN SAID SOUTHWEST QUARTER OF SECTION 7, ACCORDING TO THE PLAT THEREOF RECORDED JANUARY 21, 1959 AS DOCUMENT NO. 909951; THENCE WESTERLY ALONG THE NORTHERLY RIGHT-OF-WAY LINE OF FABYAN PARKWAY (A.K.A. COUNTY HIGHWAY 21 AND BARTON ROAD), BEING THE ORIGINAL NORTHERLY RIGHT OF WAY LINE OF BARTON ROAD AS DEDICATED MARCH 19, 1851 IN THE WINFIELD TOWNSHIP BOOK OF ROAD RECORDS, SAID NORTHERLY RIGHT OF WAY LINE ALSO BEING DEDICATED AND DESCRIBED BY DOCUMENT NO. R71-28359, RECORDED JUNE 23, 1971 HAVING AN ILLINOIS COORDINATE SYSTEM (EAST ZONE) GRID BEARING OF NORTH 85 DEGREES 39 MINUTES 52 SECONDS WEST A DISTANCE OF 253.61 FEET; THENCE SOUTH 85 DEGREES 12 MINUTES 58 SECONDS WEST, 542.03 FEET ALONG SAID NORTHERLY RIGHT OF WAY LINE; THENCE NORTH 89 DEGREES 44 MINUTES 38 SECONDS WEST, 87.00 FEET ALONG SAID NORTHERLY RIGHT OF WAY LINE TO A POINT ON A LINE 135.00 FEET EAST OF AND PARALLEL WITH THE WEST LINE OF SAID SOUTHWEST QUARTER OF SAID SECTION 7; THENCE NORTH 00 DEGREES 19 MINUTES 53 SECONDS EAST, 799.78 FEET (799.84 RECORD), ALONG SAID PARALLEL LINE; THENCE NORTH 52 DEGREES 49 MINUTES 47 SECONDS EAST, 52.68 FEET TO A POINT ON A 110.00 FOOT RADIUS CURVE, CONCAVE NORTHWESTERLY; THENCE NORTHERLY ALONG SAID CURVE 150.50 FEET (THE CHORD BEARS NORTH 13 DEGREES 38 MINUTES 07 SECONDS EAST, 139.03 FEET) TO A POINT ON A 40.00 FOOT RADIUS CURVE, CONCAVE SOUTHEASTERLY; THENCE NORTHERLY AND NORTHEASTERLY ALONG SAID CURVE 54.73 FEET (THE CHORD BEARS NORTH 13 DEGREES 38 MINUTES 19 SECONDS EAST, 50.56 FEET); THENCE NORTH 52 DEGREES 49 MINUTES 33 SECONDS EAST, 516.60 FEET TO A POINT ON THE SOUTHERLY RIGHT-OF-WAY LINE OF INNOVATION DRIVE AS DEDICATED PER DOCUMENT NO. 2007-131936, RECORDED JULY 17, 2007, SAID SOUTHERLY RIGHT-OF-WAY LINE BEING A CURVE WITH A 495.06 FEET RADIUS, CONCAVE NORTHEASTERLY; THENCE SOUTHEASTERLY ALONG SAID SOUTHERLY RIGHT-OF-WAY LINE AND CURVE 185.28 FEET (THE CHORD BEARS SOUTH 33 DEGREES 46 MINUTES 00 SECONDS EAST, 184.20 FEET); THENCE SOUTH 44 DEGREES 29 MINUTES 14 SECONDS EAST, 14.02 FEET ALONG SAID SOUTHERLY RIGHT-OF-WAY LINE TO A POINT ON A 494.97 FEET RADIUS CURVE, CONCAVE NORTHEASTERLY; THENCE SOUTHEASTERLY ALONG SAID SOUTHERLY RIGHT-OF-WAY LINE AND CURVE 303.75 FEET (THE CHORD BEARS SOUTH 62 DEGREES 04 MINUTES 01 SECONDS EAST, 299.00 FEET) TO A POINT ON THE NORTHERLY EXTENSION OF THE WEST LINE OF SAID LOT 1 IN PAYTON'S SUBDIVISION; THENCE SOUTH 00 DEGREES 02 MINUTES 32 SECONDS EAST, 999.15 FEET ALONG SAID NORTHERLY EXTENSION AND WEST LINE TO THE POINT OF BEGINNING.

P.I.N.: _____

Common address: _____, West Chicago, Illinois

EXHIBIT A-2

Depiction of Subject Property

(attached)

EXHIBIT B-1

Project Site Plan

(attached)

EXHIBIT B-2

Project Description

(attached)

EXHIBIT C

Anticipated Assessed Values

<u>Year</u>	<u>Anticipated Assessed Valuation</u>
Year 1	\$5,666,660
Year 2	\$5,836,660
Year 3	\$6,011,760
Year 4	\$6,192,112
Year 5	\$6,377,876
Year 6	\$6,569,212
Year 7	\$6,766,288
Year 8	\$6,969,277
Year 9	\$7,178,355
Year 10	\$7,393,706
Year 11	\$7,615,517
Year 12	\$7,843,983
Year 13	\$8,079,302
Year 14	\$8,321,681
Year 15	\$8,571,332
Total	<u>\$105,393,721</u>

EXHIBIT D

Abatement Ordinance

(attached)

ORDINANCE PROVIDING FOR REAL ESTATE TAX ABATEMENT

WHEREAS, the Illinois Property Tax Code, 35 ILCS 200/18-165, authorizes any taxing district to abate its taxes in relation to a specific property; and

WHEREAS, in “An Intergovernmental Agreement Between the City of West Chicago, DuPage Airport Authority, West Chicago Library District, West Chicago Fire Protection District, West Chicago Elementary School District 33, Community High School District 94 and Norix Group, Inc. in Regard to a Property Tax Abatement Relative to the Development of the Subject Property,” dated _____, 2018 (“IGA”), the [City Council / Board of Trustees / Board of Commissioners / Board of Education] of the [Unit of Government] previously determined it to be in its best interests to abate a portion of its taxes on the real estate legally described in **Exhibit 1**, attached hereto and made a part hereof (“Subject Property”), in order to encourage a commercial firm to redevelop the Subject Property; and

WHEREAS, the conditions of the IGA for the abatement of a portion of the taxes on the Subject Property have been met; and

WHEREAS, in the IGA, this [City Council / Board of Trustees / Board of Commissioners / Board of Education] previously determined such abatement of taxes to be in the best interests of its tax payers in order to encourage a commercial firm to redevelop the Subject Property, increase the tax base, and increase employment opportunities; and

NOW, THEREFORE, BE IT ORDAINED by the [Mayor / Chairman / President] and [City Council / Board of Trustees / Board of Commissioners / Board of Education] of the [Unit of Government], DuPage County, Illinois, as follows:

Section 1. This [City Council / Board of Trustees / Board of Commissioners / Board of Education] hereby finds that all of the recitals contained in the preambles to this Ordinance are full, true and correct and does now incorporate the same herein by reference.

Section 2. The County Clerk of DuPage County, Illinois is hereby ordered to abate the real estate taxes to be extended on the Subject Property, on behalf of the [Unit of Government] according to the rate set forth in Section 3 below, but excluding any levy or levies for debt service (“Abatement Rate”), commencing at the start of the next calendar year after the year in which this Ordinance is passed. However, in no event shall the aggregate abatement of real estate taxes levied against the Subject Property by the [Unit of Government], together with real estate taxes levied against the Subject Property and abated in previous and future years by all other taxing districts, exceed the total of Four Million and No/100 Dollars (\$4,000,000.00).

Section 3. The Abatement Rate shall be Fifty Percent (50%) of the real estate taxes to be extended on the Subject Property on behalf of the [Unit of Government].

Section 4. The [Mayor / Chairman / President] and [Clerk / Secretary] of this [Unit of Government] are hereby authorized and directed to execute this Ordinance and cause a certified copy of the same to be filed with the County Clerk of DuPage County, Illinois.

Section 5. This Ordinance shall be in full force and effect upon its adoption and publication.

PASSED this _____ day of _____, 20__ by the Corporate Authorities of the [Unit of Government] on a roll call vote as follows:

AYES: _____

NAYS: _____

ABSENT: _____

APPROVED by the [Mayor / Chairman / President] of the [Unit of Government] on the ____ day of _____, 20__.

[Mayor / Chairman / President]

ATTEST:

[Clerk / Secretary]

[Published in pamphlet form / Published in the _____ newspaper, being a newspaper of general circulation within the [Unit of Government] this ____ day of _____, 20__.]

EXHIBIT 1

LEGAL DESCRIPTION OF THE SUBJECT PROPERTY

(attached)

[LEGAL DESCRIPTION]

P.I.N.: _____

Common address: _____, West Chicago, Illinois

EXHIBIT E

ABATEMENT PROCESS

Capitalized terms in this EXHIBIT E shall have the meanings as set forth for said terms in the “Intergovernmental Agreement Between The City Of West Chicago, DuPage Airport Authority, West Chicago Library District, West Chicago Fire Protection District, West Chicago Elementary School District 33, Community High School District 94 And Norix Group, Inc. In Regard To A Property Tax Abatement Relative To The Development Of The Norix Property” (“IGA”), unless otherwise defined in this EXHIBIT E.

As of the Effective Date of the IGA, the process for administering the Tax Abatement is:

1. Within sixty (60) days of the Commencement Date, each UNIT OF GOVERNMENT shall adopt an Abatement Ordinance, and send a certified copy of its Abatement Ordinance to the Clerk.
2. The Clerk shall, at the time the tentative tax rates are prepared for each year’s property tax levy, send to the chief executive officer of each of the UNITS OF GOVERNMENT a letter setting forth, with respect to the Tax Abatement, the parcel(s) affected, the amount of property taxes to be levied, and the amount of the abatement attributable to each of the UNITS OF GOVERNMENT (“Abatement Letter”).
3. Each of the UNITS OF GOVERNMENT shall, each year, review the Abatement Letter from the Clerk, note any changes in the information provided, and then sign and return the Abatement Letter to the Clerk, all within seven (7) days of receipt of the Abatement Letter.
4. The Clerk shall track and account for the total Tax Abatement paid to the DEVELOPER.
5. The Clerk shall calculate the property tax levy for each of the UNITS OF GOVERNMENT taking the Tax Abatement into account, as approved by each of the UNITS OF GOVERNMENT with regard to its annual Abatement Letter.
6. The Tax Abatement for the Subject Property abated in previous and future years by all other taxing districts, shall not exceed the total of Four Million and No/100 Dollars (\$4,000,000.00).

**INTERGOVERNMENTAL AGREEMENT
BETWEEN THE CITY OF WEST CHICAGO, DUPAGE AIRPORT AUTHORITY, WEST
CHICAGO LIBRARY DISTRICT, WEST CHICAGO FIRE PROTECTION DISTRICT,
WEST CHICAGO ELEMENTARY SCHOOL DISTRICT 33, COMMUNITY HIGH
SCHOOL DISTRICT 94 AND DISCOVERY DRIVE INVESTORS, LLC IN REGARD TO
A PROPERTY TAX ABATEMENT RELATIVE TO THE DEVELOPMENT OF THE
DISCOVERY DRIVE INVESTORS PROPERTY**

This INTERGOVERNMENTAL AGREEMENT (“Agreement”) is entered into this _____ day of _____, 2018 (“Effective Date”), by and between the CITY OF WEST CHICAGO, an Illinois home rule municipal corporation (“CITY”), the DUPAGE AIRPORT AUTHORITY, an Illinois airport authority (“AIRPORT”), the WEST CHICAGO LIBRARY DISTRICT, an Illinois library district (“LIBRARY”), the WEST CHICAGO FIRE PROTECTION DISTRICT, an Illinois fire protection district (“FIRE PROTECTION DISTRICT”), the WEST CHICAGO ELEMENTARY SCHOOL DISTRICT 33, an Illinois school district (“ELEMENTARY SCHOOL DISTRICT”), the COMMUNITY HIGH SCHOOL DISTRICT 94, an Illinois school district (“HIGH SCHOOL DISTRICT”), and DISCOVERY DRIVE INVESTORS, LLC, a Delaware limited liability company authorized to conduct business in the State of Illinois (“DEVELOPER”). The CITY, the AIRPORT, the LIBRARY, the FIRE PROTECTION DISTRICT, the ELEMENTARY SCHOOL DISTRICT, the HIGH SCHOOL DISTRICT, and the DEVELOPER are sometimes individually referred to herein as a “Party” and collectively referred to as the “Parties.”

WITNESSETH

WHEREAS, DEVELOPER is under contract to acquire approximately 38.675 acres of land in the DuPage Business Park located in, West Chicago, Illinois, with said property being legally described on EXHIBIT A-1 attached hereto and made part hereof,

and depicted on EXHIBIT A-2 attached hereto and made part hereof (“Subject Property”); and

WHEREAS, the DEVELOPER desires to develop the Subject Property into a warehouse and/or manufacturing operation consisting of a building of approximately seven hundred eighty two thousand (782,000) square feet, as depicted on and further described in EXHIBIT B-1 and EXHIBIT B-2, respectively, attached hereto and made a part hereof (“Project”); and

WHEREAS, the DEVELOPER desires to own, develop and lease the Project on the Subject Property; and

WHEREAS, in order to induce the DEVELOPER to proceed with the Project, the CITY, the AIRPORT, the LIBRARY, the FIRE PROTECTION DISTRICT, the ELEMENTARY SCHOOL DISTRICT, and the HIGH SCHOOL DISTRICT (collectively the “UNITS OF GOVERNMENT”) agree to provide the DEVELOPER with a partial real estate tax abatement in regard to certain of the real estate taxes assessed by the UNITS OF GOVERNMENT against the Subject Property (“Tax Abatement”); and

WHEREAS, the Tax Abatement will provide a real estate tax abatement from the UNITS OF GOVERNMENT to the DEVELOPER pursuant to 35 ILCS 200/18-165 (“Abatement Law”); and

WHEREAS, the UNITS OF GOVERNMENT have agreed to provide the Tax Abatement to the DEVELOPER, pursuant to the terms and conditions as set forth in this Agreement, provided the DEVELOPER agrees to refrain from taking any actions, either directly or indirectly, to lower the equalized assessed valuation of the Subject Property, including the Project located thereon, for a period of fifteen (15) years after the Project

commences operation, below those equalized assessed valuations as set forth on EXHIBIT C, attached hereto and made part hereof (“Anticipated Assessed Values”); and

WHEREAS, the DEVELOPER is in agreement with the restriction set forth above, relative to maintaining the Anticipated Assessed Values for the Subject Property; and

WHEREAS, by providing the Tax Abatement, in exchange for the DEVELOPER agreeing to maintain the Anticipated Assessed Values for the Subject Property, the UNITS OF GOVERNMENT will induce the DEVELOPER to cause the Project to be constructed and operated, which the UNITS OF GOVERNMENT anticipate will provide future financial benefits for the UNITS OF GOVERNMENT; and

WHEREAS, Article VII, Section 10 of the 1970 Illinois Constitution, 5 ILCS 220/1 *et seq.* and the CITY’S home rule powers provide the authority for this Agreement; and

WHEREAS, it is in the best interests of the Parties to enter into this Agreement;

NOW, THEREFORE, in consideration of the foregoing, and the mutual covenants and agreements contained herein, the Parties hereto agree as follows:

1. **INCORPORATION OF PREAMBLES.** The preambles hereto, as set forth above, are incorporated herein by reference and are made part hereof.
2. **DEVELOPER CONDITIONS.** The DEVELOPER’S right to receive the Tax Abatement under this Agreement is expressly conditioned upon the satisfaction by the DEVELOPER, or the DEVELOPER’s tenant on the Subject Property, of the following conditions. The DEVELOPER, or the DEVELOPER’s tenant on the Subject Property, shall:
 - A. Acquire title to the Subject Property on or before December 31, 2018;

- B. Construct and operate the Project on the Subject Property in accordance with EXHIBITS B-1 and B-2;
- C. Obtain certificates of occupancy, or final approvals, for the Project from all governmental entities having jurisdiction over the design and construction of the Project, on or before December 31, 2020. The date the DEVELOPER receives the last of the certificates of occupancy or final approvals for the Project from all governmental entities having jurisdiction over the design and construction of the Project shall be the “Commencement Date.” The DEVELOPER shall notify each of the UNITS OF GOVERNMENT of the Commencement Date within fourteen (14) days after the Commencement Date has occurred;
- D. Comply with the real estate tax obligations set forth in Section 4. below; and
- E. Notwithstanding any provision in this Agreement to the contrary, if the DEVELOPER, or the DEVELOPER’s tenant on the Subject Property, fails to meet any of its obligations in Sections 2.A., 2.B., or 2.C. of this Agreement, the Agreement shall be terminated and be null and void.

3. REAL ESTATE TAX ABATEMENT.

- A. Subject to the DEVELOPER, or the DEVELOPER’s tenant on the Subject Property, being in full compliance with Section 2. above, and Section 4. below, the UNITS OF GOVERNMENT shall provide the DEVELOPER with the Tax Abatement pursuant to the Abatement Law, relative to the real estate taxes assessed against the Subject Property, including the Project located thereon, with said Tax Abatement being:
 - 1. For a maximum of ten (10) years, beginning with the real estate taxes levied on the Subject Property, including the Project located thereon, for the full calendar year after the calendar year in which the Commencement Date occurs, which real estate taxes are payable in the year thereafter, even if the full amount referenced in Subsection 3.A.2. below has not been abated;
 - 2. Limited to a total cumulative amount from the UNITS OF GOVERNMENT combined of Four Million and No/100 Dollars (\$4,000,000.00), even if the Tax Abatement has not occurred for the full ten (10) year period referenced in Subsection 3.A.1. above;

3. Limited to Fifty Percent (50%) of the real estate taxes to be received by the UNITS OF GOVERNMENT from the Subject Property, including the Project located thereon, exclusive of real estate taxes received to satisfy any debt service tax levy of general applicability to all property within any one or more of the respective UNITS OF GOVERNMENT, in any given year; and
4. Limited by excluding amounts levied by each of the UNITS OF GOVERNMENT for debt service, and limited in the Abatement Law, and any amendments thereto after the Effective Date.

Within sixty (60) days of the Commencement Date, each of the UNITS OF GOVERNMENT shall adopt the ordinance attached hereto as EXHIBIT D and made a part hereof (“Abatement Ordinance”), and send a certified copy of the Abatement Ordinance to the DuPage County Clerk (“Clerk”), with such changes to the Abatement Ordinance being made to tailor the Abatement Ordinance to the specific ordinance form requirements of each of the UNITS OF GOVERNMENT, and after updating the current P.I.N.s and legal description(s) for the Subject Property, including the Project located thereon, if any. The Parties acknowledge that under the Abatement Law, the Clerk administers the Tax Abatement. The Parties acknowledge that as of the Effective Date, the process for administering the Tax Abatement as is described in EXHIBIT E, attached hereto and made a part hereof, and that the process described in EXHIBIT E may change after the Effective Date. If the process for administering the Tax Abatement as described in EXHIBIT E is changed after the Effective Date, the Parties shall update EXHIBIT E to reflect the new process, which update may occur upon agreement of the chief administrative officers of each of the

UNITS OF GOVERNMENT and the DEVELOPER. The Parties shall cooperate with one another, and the Clerk, in administering the Tax Abatement. Upon a reasonable request of the Clerk, or any other Party, the Parties shall timely respond to requests for information and documents related to the Tax Abatement, and the Parties shall take all reasonable steps in a timely manner needed to administer the Tax Abatement consistent with the terms of this Agreement.

B. During the term of this Agreement, if the DEVELOPER ceases operating the Project on the Subject Property, or if the DEVELOPER breaches any of its obligations in this Agreement, the DEVELOPER shall reimburse the UNITS OF GOVERNMENT the Tax Abatement as follows:

1. If within five (5) years from the Commencement Date, the DEVELOPER shall pay each of the UNITS OF GOVERNMENT its *pro rata* amount of Seventy Five Percent (75%) of the Tax Abatement realized by the DEVELOPER; or
2. If after five (5) years from the Commencement Date, the DEVELOPER shall pay each of the UNITS OF GOVERNMENT its *pro rata* amount of Fifty Percent (50%) of the Tax Abatement realized by the DEVELOPER.

The DEVELOPER's reimbursement obligations herein shall survive, and be binding upon the DEVELOPER, regardless of the termination or expiration of this Agreement, until fifteen (15) years after the Commencement Date. The DEVELOPER shall reimburse the UNITS OF GOVERNMENT within thirty (30) days of a written demand from the UNITS OF GOVERNMENT for such reimbursement.

4. REAL ESTATE TAX OBLIGATIONS OF THE DEVELOPER.

- A. The DEVELOPER agrees to pay, or cause to be paid, all general and special real estate taxes levied against its respective interest in the Subject Property, including the Project located thereon, on or prior to the date same is due, and said real estate taxes shall not become delinquent. The DEVELOPER shall deliver evidence of payment of such real estate taxes to the UNITS OF GOVERNMENT upon request.
- B. The DEVELOPER agrees:
- (1) to not challenge, contest, seek, or allow a reduction in, or assert tax-exempt status in relation to, the real estate taxes assessed against the Subject Property, including the Project located thereon, below the Anticipated Assessed Values, as shown on EXHIBIT C;
 - (2) to prohibit any third party obligated to pay the real estate taxes, in whole or in part, assessed against the Subject Property, including the Project located thereon, or any portion thereof, from challenging, contesting, seeking a reduction in or asserting tax-exempt status in relation to the real estate taxes assessed against the Subject Property, including the Project located thereon, below the Anticipated Assessed Values, as shown on EXHIBIT C; and
 - (3) to not file, participate in, or allow a tax rate objection, contest or other challenge to the taxes and/or levies of the taxing districts authorized by law to levy property taxes against the Subject Property.
- C. The remedy to each of the UNITS OF GOVERNMENT, in the event of a breach by DEVELOPER of its obligations in Subsection 4.B. above, shall be for the DEVELOPER to pay to each of the UNITS OF GOVERNMENT, on an annual basis, the difference between the actual real estate taxes payable with respect to the Subject Property, including the Project located thereon, and the amount of real estate taxes that would have been due and owing on the Anticipated Assessed Values for such year but for the DEVELOPER's breach of its obligations in Subsection 4.B. above, after the Tax Abatement for such year (said deficiency shall herein be referred to as the "Tax Deficiency"), plus interest thereon at the prime rate charged by BMO Harris Bank (or its successor) plus Three Percent (3%) per annum for the period beginning on the date the real estate taxes are received by each of the UNITS OF GOVERNMENT for any given year and ending on the date the Tax Deficiency is paid to each of the UNITS OF GOVERNMENT, which shall be due within thirty (30) days of notice from any one (1) of the UNITS OF GOVERNMENT.

- D. The DEVELOPER agrees to not pursue, permit or allow the disconnection or detachment of the Subject Property from any of the UNITS OF GOVERNMENT.

5. GENERAL CONDITIONS/REQUIREMENTS.

- A. This Agreement is entered into for the benefit of each of the Parties, solely, and not for the benefit of any third party.
- B. Nothing contained in this Agreement shall constitute a waiver of any privileges, defenses or immunities which the UNITS OF GOVERNMENT may have under the Local Governmental and Governmental Employees Tort Immunity Act, 745 ILCS 10/1-101, *et seq.*, with respect to any claim brought by a third party.
- C. The obligations of the DEVELOPER shall constitute covenants running with the land legally described in Exhibit A-1 and shall be binding on successors and assigns of the DEVELOPER and shall bind all owners of the Subject Property, including the Project located thereon, or any portion thereof.
- D. This Agreement shall be recorded on title to the Subject Property at the expense of the DEVELOPER upon taking effect.
- E. Upon a breach of this Agreement by DEVELOPER, any of the UNITS OF GOVERNMENT may repeal their respective Abatement Ordinance, and any Party, by an action or proceeding solely in equity brought in the 18th Judicial Circuit Court, in DuPage County, Illinois, may secure the specific performance of the covenants and agreements herein contained, for failure of performance.
- F. In the event of a default by any of the Parties, the defaulting Party, as adjudicated by a court of competent jurisdiction, shall pay to the non-defaulting Party / Parties, upon demand, all of the non-defaulting Party's / Parties' reasonable costs, charges and expenses, including, but not limited to, the costs of accountants, consultants, attorneys and others retained by the non-defaulting Party / Parties for the purpose of enforcing any of the obligations of the defaulting Party under this Agreement.
- G. The failure of any Party to insist upon the strict and prompt performance of the terms, covenants, agreements and conditions herein contained, or any of them, by any other Party, shall not constitute or be construed as a waiver or relinquishment of any Party's right thereafter to enforce any such term, covenant, agreement or condition, but the same shall continue in full force and effect.

- H. If the performance by any Party hereunder is delayed as a result of circumstances which are beyond the reasonable control of such Party (which circumstances shall only include acts of God, war, strikes or similar acts of *force majeure*), the time for such performance shall be extended by the amount of time of such delay.
- I. This Agreement shall remain in full force and effect for fifteen (15) years after the Commencement Date.
- J. In the event that any UNIT OF GOVERNMENT's authority under the Abatement Law to carry out its obligation in this Agreement is repealed, becomes null and void or otherwise becomes invalid, then the UNIT OF GOVERNMENT's obligations hereunder shall cease and no further obligations of any sort shall be required of the UNIT OF GOVERNMENT. The DEVELOPER shall have no recourse against the affected UNIT OF GOVERNMENT(s) in such event.
- K. No amendment to, or modification of, this Agreement shall be effective unless and until it is in writing and approved by the authorized representative of the DEVELOPER and by each of the UNITS OF GOVERNMENT's corporate authorities, and executed and delivered by the authorized representatives of each Party.
- L. If, during the term of this Agreement, any lawsuits or other proceedings are filed or initiated against any Party before any court, commission, board, bureau, agency, unit of government or sub-unit thereof, arbitrator, or other instrumentality, that may materially affect or inhibit the ability of any Party to perform its obligations under, or otherwise to comply with, this Agreement ("Litigation"), the Party against which the Litigation is filed or initiated shall promptly deliver a copy of the complaint or charge related thereto to the other Parties and shall thereafter keep the other Parties fully informed concerning all aspects of the Litigation. Each Party shall, to the extent necessary, cooperate with the other Parties in this event. The Parties each agree to use their respective best efforts to defend the validity of this Agreement and the Abatement Ordinances adopted pursuant to this Agreement, including every portion thereof and every approval given, and every action taken, pursuant thereto.
- M. The DEVELOPER shall and hereby agrees to defend, hold harmless and indemnify the UNITS OF GOVERNMENT, and their respective elected officials, appointed officials, employees, agents and attorneys (collectively the "UNITS OF GOVERNMENT Affiliates") from and against any and all claims, demands, suits, damages, liabilities, losses, expenses, and judgments which may arise relating to this Agreement. The obligation of the DEVELOPER in this regard shall include, but shall not be limited, to all costs and expenses, including reasonable attorneys' fees, incurred by the

UNITS OF GOVERNMENT Affiliates in responding to, defending against, or settling any such claims, demands, suits, damages, liabilities, losses, expenses or judgments. The DEVELOPER covenants that it will reimburse the UNITS OF GOVERNMENT Affiliates, or pay over to the UNITS OF GOVERNMENT Affiliates, all sums of money the UNITS OF GOVERNMENT Affiliates pays, or becomes liable to pay, by reason of any of the foregoing; provided, however, that the DEVELOPER’s liability under this Section 5.M. shall be limited to the total amount of Tax Abatement that the DEVELOPER has been received pursuant to this Agreement as of the date of any such claim, demand, suit, damage, liability, loss, expense, or judgment. In any suit or proceeding brought hereunder, the UNITS OF GOVERNMENT Affiliates shall have the right to appoint counsel of their own choosing to represent it, the costs and expenses of which shall be paid by the DEVELOPER.

N. The DEVELOPER shall maintain the Subject Property, and operate the Project, in compliance with all Federal, State, County, and UNITS OF GOVERNMENT laws, ordinances, resolutions, rules and regulations.

6. **NOTICES.** Notice or other writings which any Party is required to, or may wish to, serve upon any other Party in connection with this Agreement shall be in writing and shall be delivered personally or sent by registered or certified mail, return receipt requested, postage prepaid, addressed as follows:

A. If to the CITY:
City of West Chicago
475 Main Street
West Chicago, Illinois 60185
Attention: Mayor

B. If to the LIBRARY:
West Chicago Library District
118 West Washington Street
West Chicago, Illinois 60185
Attention: President

With copies to:
City of West Chicago
475 Main Street
West Chicago, Illinois 60185
Attn: City Administrator

With copies to:
West Chicago Library District
118 West Washington Street
West Chicago, Illinois 60185
Attn: Executive Director

Bond, Dickson & Associates
400 Knoll Street
Wheaton, Illinois 60187
Attn: Patrick Bond

Attn: _____

C. If to the ELEMENTARY SCHOOL D. If to the HIGH SCHOOL

DISTRICT:
West Chicago Elementary
School District 33
312 East Forest Avenue
West Chicago, Illinois 60185
Attention: President

DISTRICT:
Community High School
District 94
157 West Washington Street
West Chicago, Illinois 60185
Attention: President

With copies to:
West Chicago Elementary
School District 33
312 East Forest Avenue
West Chicago, Illinois 60185
Attention: Superintendent

With copies to:
Community High School
District 94
157 West Washington Street
West Chicago, Illinois 60185
Attention: Superintendent

Attn: _____

Attn: _____

E. If to the DUPAGE AIRPORT AUTHORITY:

F. If to the DEVELOPER:

DuPage Airport Authority
2700 International Drive, Suite 200
West Chicago, Illinois 60185
Attention: Chairman

Discovery Drive Investors, LLC

Attention: _____

With copies to

DuPage Airport Authority
2700 International Drive, Suite 200
West Chicago, Illinois 60185
Attention: Executive Director

With a copy to:

Attention: _____

Law Offices of Schirott, Luetkehans
& Garner, LLC
105 E. Irving Park Rd.
Itasca, IL 60143
Attention: Phillip A. Luetkehans

G. If to the FIRE PROTECTION DISTRICT:

West Chicago Fire Protection District
200 Freemont Street
West Chicago, Illinois 60185

Attention: President

With copies to:

West Chicago Fire Protection District
200 Freemont Street
West Chicago, Illinois 60185
Attention: Fire Chief

Attn: _____

or to such other address, or additional individuals/entities, as any Party may from time to time designate in a written notice to the other Parties. Service by personal delivery shall be deemed given when delivery occurs, and service by certified or registered mail shall be deemed given three (3) days after depositing same in the mail.

- 7. **COUNTERPARTS.** This Agreement may be executed simultaneously in up to seven (7) counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same Agreement.
- 8. **ENTIRE AGREEMENT.** This Agreement contains the entire understanding between the Parties and supersedes any prior understanding or written or oral agreements between them regarding the within subject matter. There are no representations, agreements, arrangements or understandings, oral or written, between and among the Parties hereto relating to the subject matter of this Agreement which are not fully expressed herein.
- 9. **EFFECTIVE DATE.** This Agreement shall be deemed dated and become effective on the date the last of the Parties execute this Agreement as set forth

below, which date shall be filled in on page 1 hereof.

IN WITNESS WHEREOF, the CITY, pursuant to authority granted by the adoption of a Motion/Resolution by its City Council, has caused this Agreement to be executed by its Mayor and attested by its Clerk; the AIRPORT, pursuant to authority granted by the adoption of a Motion/Resolution by its Board of Commissioners, has caused this Agreement to be signed by its Chairman and attested by its Secretary; the LIBRARY, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Trustees, has caused this Agreement to be signed by its President and attested by its Secretary; the FIRE PROTECTION DISTRICT, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Trustees, has caused this Agreement to be signed by its President and attested by its Secretary; the ELEMENTARY SCHOOL DISTRICT, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Education, has caused this Agreement to be signed by its President and attested by its Secretary; the HIGH SCHOOL DISTRICT, pursuant to the authority granted by the adoption of a Motion/Resolution by its Board of Education, has caused this Agreement to be signed by its President and attested by its Secretary; and DEVELOPER, pursuant to proper authority granted in accordance with its organizational documents, has caused this Agreement to be executed by its President and attested by its Secretary.

CITY OF WEST CHICAGO

WEST CHICAGO PUBLIC LIBRARY DISTRICT

By: _____
_____, Mayor

By: _____
_____, President

ATTEST:

_____, City Clerk

Dated:_____

**WEST CHICAGO ELEMENTARY
SCHOOL DISTRICT 33**

By:_____
_____, President

ATTEST:

_____, Secretary

Dated:_____

DUPAGE AIRPORT AUTHORITY

By:_____
_____, Chairman

ATTEST:

_____, Secretary

Dated:_____

**WEST CHICAGO FIRE PROTECTION
DISTRICT**

By:_____
_____, President

ATTEST:

_____, Secretary

ATTEST:

_____, Secretary

Dated:_____

**WEST CHICAGO COMMUNITY HIGH
SCHOOL DISTRICT 94**

By:_____
_____, President

ATTEST:

_____, Secretary

Dated:_____

DISCOVERY DRIVE INVESTORS, LLC

By:_____
_____, _____

ATTEST:

_____, _____

Dated:_____

Dated: _____

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

I, the undersigned, a Notary Public, in and for the County and State aforesaid, DO HEREBY CERTIFY that the above-named _____ and _____, personally known to me to be the Mayor and City Clerk of the City of West Chicago, and also known to me to be the same persons whose names are subscribed to the foregoing instrument as such Mayor and City Clerk, respectively, appeared before me this day in person and severally acknowledged that, as such Mayor and City Clerk, they signed and delivered the signed instrument, pursuant to authority given by the City of West Chicago, as their free and voluntary act, and as the free and voluntary act and deed of said City of West Chicago, for the uses and purposes therein set forth.

GIVEN under my hand and Notary Seal, this _____ day of _____, 2018.

Notary Public

My Commission Expires: _____

EXHIBIT A-1

Legal Description of Subject Property

(attached)

[LEGAL DESCRIPTION]

P.I.N.: _____

Common address: _____, West Chicago, Illinois

EXHIBIT A-2

Depiction of Subject Property

(attached)

EXHIBIT B-1

Project Site Plan

(attached)

EXHIBIT B-2

Project Description

(attached)

EXHIBIT C

Anticipated Assessed Values

<u>Year</u>	<u>Anticipated Assessed Valuation</u>
Year 1	\$6,845,000
Year 2	\$9,126,670
Year 3	\$9,400,470
Year 4	\$9,682,484
Year 5	\$9,682,484
Year 6	\$10,166,608
Year 7	\$10,471,067
Year 8	\$10,681,039
Year 9	\$10,681,039
Year 10	\$11,215,091
Year 11	\$11,439,393
Year 12	\$11,668,181
Year 13	\$11,901,544
Year 14	\$12,139,575
Year 15	\$12,382,367
Total	<u>\$157,483,012</u>

EXHIBIT D

Abatement Ordinance

(attached)

ORDINANCE PROVIDING FOR REAL ESTATE TAX ABATEMENT

WHEREAS, the Illinois Property Tax Code, 35 ILCS 200/18-165, authorizes any taxing district to abate its taxes in relation to a specific property; and

WHEREAS, in “An Intergovernmental Agreement Between the City of West Chicago, DuPage Airport Authority, West Chicago Library District, West Chicago Fire Protection District, West Chicago Elementary School District 33, Community High School District 94 and Discovery Drive Investors, LLC in Regard to a Property Tax Abatement Relative to the Development of the Discovery Drive Investors Property,” dated _____, 2018 (“IGA”), the [City Council / Board of Trustees / Board of Commissioners / Board of Education] of the [Unit of Government] previously determined it to be in its best interests to abate a portion of its taxes on the real estate legally described in **Exhibit 1**, attached hereto and made a part hereof (“Subject Property”), in order to encourage a commercial firm to redevelop the Subject Property; and

WHEREAS, the conditions of the IGA for the abatement of a portion of the taxes on the Subject Property have been met; and

WHEREAS, in the IGA, this [City Council / Board of Trustees / Board of Commissioners / Board of Education] previously determined such abatement of taxes to be in the best interests of its tax payers in order to encourage a commercial firm to redevelop the Subject Property, increase the tax base, and increase employment opportunities; and

NOW, THEREFORE, BE IT ORDAINED by the [Mayor / Chairman / President] and [City Council / Board of Trustees / Board of Commissioners / Board of Education] of the [Unit of Government], DuPage County, Illinois, as follows:

Section 1. This [City Council / Board of Trustees / Board of Commissioners / Board of Education] hereby finds that all of the recitals contained in the preambles to this Ordinance are full, true and correct and does now incorporate the same herein by reference.

Section 2. The County Clerk of DuPage County, Illinois is hereby ordered to abate the real estate taxes to be extended on the Subject Property, on behalf of the [Unit of Government] according to the rate set forth in Section 3 below, but excluding any levy or levies for debt service (“Abatement Rate”), commencing at the start of the next calendar year after the year in which this Ordinance is passed. However, in no event shall the aggregate abatement of real estate taxes levied against the Subject Property by the [Unit of Government], together with real estate taxes levied against the Subject Property and abated in previous and future years by all other taxing districts, exceed the total of Four Million and No/100 Dollars (\$4,000,000.00).

Section 3. The Abatement Rate shall be Fifty Percent (50%) of the real estate taxes to be extended on the Subject Property on behalf of the [Unit of Government].

Section 4. The [Mayor / Chairman / President] and [Clerk / Secretary] of this [Unit of Government] are hereby authorized and directed to execute this Ordinance and cause a certified copy of the same to be filed with the County Clerk of DuPage County, Illinois.

Section 5. This Ordinance shall be in full force and effect upon its adoption and publication.

PASSED this _____ day of _____, 20__ by the Corporate Authorities of the [Unit of Government] on a roll call vote as follows:

AYES: _____

NAYS: _____

ABSENT: _____

APPROVED by the [Mayor / Chairman / President] of the [Unit of Government] on the ____ day of _____, 20__.

[Mayor / Chairman / President]

ATTEST:

[Clerk / Secretary]

[Published in pamphlet form / Published in the _____ newspaper, being a newspaper of general circulation within the [Unit of Government] this ____ day of _____, 20__.]

EXHIBIT 1

LEGAL DESCRIPTION OF THE SUBJECT PROPERTY

(attached)

[LEGAL DESCRIPTION]

P.I.N.: _____

Common address: _____, West Chicago, Illinois

EXHIBIT E

ABATEMENT PROCESS

Capitalized terms in this EXHIBIT E shall have the meanings as set forth for said terms in the “Intergovernmental Agreement Between The City Of West Chicago, DuPage Airport Authority, West Chicago Library District, West Chicago Fire Protection District, West Chicago Elementary School District 33, Community High School District 94 And Discovery Drive Investors, LLC In Regard To A Property Tax Abatement Relative To The Development Of The Discovery Drive Investors Property” (“IGA”), unless otherwise defined in this EXHIBIT E.

As of the Effective Date of the IGA, the process for administering the Tax Abatement is:

1. Within sixty (60) days of the Commencement Date, each UNIT OF GOVERNMENT shall adopt an Abatement Ordinance, and send a certified copy of its Abatement Ordinance to the Clerk.
2. The Clerk shall, at the time the tentative tax rates are prepared for each year’s property tax levy, send to the chief executive officer of each of the UNITS OF GOVERNMENT a letter setting forth, with respect to the Tax Abatement, the parcel(s) affected, the amount of property taxes to be levied, and the amount of the abatement attributable to each of the UNITS OF GOVERNMENT (“Abatement Letter”).
3. Each of the UNITS OF GOVERNMENT shall, each year, review the Abatement Letter from the Clerk, note any changes in the information provided, and then sign and return the Abatement Letter to the Clerk, all within seven (7) days of receipt of the Abatement Letter.
4. The Clerk shall track and account for the total Tax Abatement paid to the DEVELOPER.
5. The Clerk shall calculate the property tax levy for each of the UNITS OF GOVERNMENT taking the Tax Abatement into account, as approved by each of the UNITS OF GOVERNMENT with regard to its annual Abatement Letter.
6. The Tax Abatement for the Subject Property abated in previous and future years by all other taxing districts, shall not exceed the total of Four Million and No/100 Dollars (\$4,000,000.00).