

ITASCA SCHOOL DISTRICT #10
ITASCA, ILLINOIS 60143-1722

BOARD OF EDUCATION MEETING

DATE: Wednesday, June 11, 2025

LOCATION: ITASCA VILLAGE HALL
550 WEST IRVING PARK
ITASCA, ILLINOIS 60143

6:15 p.m. Closed Session

7:00 p.m. Regular Session

A G E N D A

- I. Call to Order & Roll Call - President Barthel
- II. Closed Session - The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1). The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
- III. Adjourn Closed Session & Return to Open Session - President Barthel
- IV. Call to Order & Roll Call - President Barthel
 - A. FY25 #73 - Appointment of Mr. Joseph Giambrone to the Itasca School District 10 Board of Education - ROLL CALL VOTE
 1. Questions/comments from the Board of Education.
 2. Opportunity for community input.
 - B. Oath of Office - Led by President Barthel
- V. Call to Order, Roll Call & Pledge of Allegiance - President Barthel
- VI. Welcome Visitors – President Barthel
- VII. Communications - Secretary Amayun
- VIII. Additional Agenda Items - President Barthel
- IX. Superintendent Reports - Mr. Benes 3
 - A. Monthly Enrollment & Attendance Report - Mr. Benes 4
 - B. Teaching & Learning Report - Dr. Weeks 6
- X. Board Reports 8
 - A. NDSEC – Member O'Neill 8
 - B. Finance Committee - Members Patel & Barthel
 - C. Policy Committee – Members Patel & Diestel
 - D. Intergovernmental Committee Meeting – Member Diestel
 - E. Friends of Nature Center – Secretary Amayun
 - F. School District Advisory - Mr. Benes & Members Amayun & Shannon
 - G. Capital & Operations - Members Diestel & Amayun
 - H. Key Performance Indicator’s Committee – Members Amayun & Shannon
 - I. Salary Committee – Members O'Neill & Shannon

J.	Student Wellness & Behavior Committee – Members Diestel & Shannon	
K.	CSBO - Ms. Preuss	13
L.	Technology Report - Mr. Schmidt	20
M.	School Reports – Building Principals	21
XI.	Discussions / Presentations	
A.	Appointment of Board of Education Committees - Mr. Barthel	
B.	Tentative Budget 2025-2026 - Ms. Preuss	23
C.	Design Updates - Dr. Weeks & Mr. Benes	36
D.	Freedom of Information - none received	
E.	Opportunity for Community Input	
XII.	Action Items	
A.	FY25-#74; Consent Items – ROLL CALL VOTE	45
	1. Minutes,	
	2. Expenditures,	
	3. Personnel	46
B.	FY25-#75: Authorization to Hire Staff - ROLL CALL VOTE	50
	1. Questions/comments from the Board of Education.	
	2. Opportunity for community input.	
C.	FY25-#76: Approval of Hazardous Bus Areas - ROLL CALL VOTE	51
	1. Questions/comments from the Board of Education.	
	2. Opportunity for community input.	
D.	FY25-#77: Authorization to Enter into a Service Agreement with Pekron Consulting for Asbestos Abatement Services - ROLL CALL VOTE	52
	1. Questions/comments from the Board of Education.	
	2. Opportunity for community input.	
E.	FY25-#78: Authorization to Purchase Technology Software in an Amount Not to Exceed \$47,000 - ROLL CALL VOTE	53
	1. Questions/comments from the Board of Education.	
	2. Opportunity for community input.	
F.	FY25 #79: Approval of Non-Union Salary - ROLL CALL VOTE	54
	1. Question/comments from the Board of Education.	
	2. Opportunity for community input.	
G.	FY25-#80: Resolution for the Expenditure of Funds Prior to the Adoption of the FY2026 Budget - ROLL CALL VOTE	55
	1. Opportunity for community input.	
	2. Questions/comments from the Board of Education.	
XIII.	Board Requested Reports	
XIV.	Adjournment	

Casey Amayun, Secretary
Board of Education

James, Barthel, Board President
Board of Education

SUPERINTENDENT'S BOARD REPORT

June, 2025

Mr. Craig Benes

- A. Student Safety and Citizenship - To ensure a safe learning environment that promotes the development of responsibility, ethics, discipline and citizenship**
- Upgraded cameras will be installed this summer at Peacock to maintain safety and security.
 - Graduating 8th graders volunteered approximately 2100 hours of community service
 - The Benson drop-off project will start in June in conjunction with Village of Itasca civil work
- B. Academic Excellence - To reach the highest level of academic excellence by promoting an environment for the growth and learning of all students and the district**
- Benson school will host an additional NDSEC program serving Pre-K and K
 - Pre-K and 8th grade graduations celebrated our students beginning and end of their D10 learning journey
 - IAR testing is complete. Provisional results indicate very strong growth in Math, particularly at Peacock and similarly strong results for Science and English Language Arts (ELA) across Franzen and Peacock
 - Student attendance rates seem commensurate to last school year, which overall are strong
 - A small enrichment and academic summer school program will be provided in June
- C. Fiscal Responsibility - To efficiently and responsibly manage the district's fiscal resources for short term needs and long term stability**
- District 10 has met MOE, Maintenance of Effort with NDSEC which maintains IDEA funding levels
 - The auditor and District 10 business office have made significant progress in updating and reconciling the accounting systems for district investments
- D. Community Relationships - To nurture and advance relationships through collaboration and communication with the whole community**
- The new [D10 Annual Community Report](#) highlighting learning and academic achievements for our students continues to receive positive acclaim in the community
 - The new data sharing agreement with Lake Park High School (LPHS) will support more strategic capital planning for LPHS and academic articulation planning between both schools
- E. Professional Learning - To support a culture that enhances professional learning and growth**
- Professional Development will continue this summer with several programs planned for June
 - Hiring for educator vacancies is in process and progressing well
- F. Capital Development - To support safety and learning for all**
- COOP pricing for Peacock summer work to be voted on including HVAC, Labor, Painting, Lights, Flooring, Gym Floors, Bleachers and Basketball Hoops
 - Preliminary design and cost analysis has started for outdoor classroom spaces

Monthly Enrollment Chart
6/1/2025

Grade	# of Sections	Average	Total Count
K	5	17	87
1	5	19	96
2	5	19	94
3	5	20	100
4	5	22	111
5	5	21	103
6	5	22	112
7	4	23	92
8	4	24	96
		TOTAL	891

Pre-K - half day	AM	29
	PM	17
	TOTAL	46

NDSEC Benson	8
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NDSEC Peacock	12
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Total Enrollment	957
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Attendance

BENSON	% / Count	Count	Count	Count	Count	Count	Count	Count	Count	Total = columns B, E & H
	95% & Up	ELL	IEP	92-94.99%	ELL	IEP	92% & below	ELL	IEP	
8/30/2024	78% / 238	29	28	12% / 38	12	4	10% / 31	7	2	307
9/13/2024	72% / 226	44	26	15% / 47	10	4	13% / 39	5	6	312
9/27/2024	70% / 221	50	25	16% / 52	16	7	14% / 43	11	5	316
10/11/2024	67% / 211	52	23	20% / 63	19	10	13% / 42	8	4	316
10/25/2024	68% / 212	47	24	20% / 64	21	9	12% / 38	11	5	314
11/8/2024	70% / 220	49	26	19% / 61	18	8	11% / 35	12	5	316
11/22/2024	70% / 220	47	24	20% / 62	19	10	10% / 32	13	6	314
12/13/2024	71% / 222	48	27	19% / 60	20	9	10% / 32	11	5	314
12/20/2024	68% / 215	49	21	19% / 60	18	9	12% / 39	12	10	314
1/17/2025	66% / 211	49	24	20% / 65	14	8	13% / 42	13	8	318
1/31/2025	66% / 213	48	22	21% / 68	15	9	12% / 40	13	9	321
2/14/2025	60% / 192	36	20	14% / 77	27	12	16% / 52	14	11	321
2/28/2025	52% / 168	36	22	33% / 107	28	13	14% / 46	13	8	321
3/14/2025	57% / 184	36	24	30% / 96	26	12	13% / 41	15	8	321
3/28/2025	55% / 176	37	25	31% / 100	27	11	14% / 44	14	9	320
4/11/2025	56% / 179	37	18	36% / 117	32	23	7% / 25	10	4	321
4/25/2025	58% / 187	38	23	32% / 104	34	19	9% / 30	7	5	321
5/9/2025	60% / 191	38	24	25% / 79	32	17	16% / 51	9	6	321
5/23/2025	66% / 212	40	25	18% / 59	30	10	16% / 51	11	5	322
6/4/2025	60% / 194	36	21	27% / 88	28	11	27% / 41	17	8	323

Attendance

FRANZEN	% / Count	Count	Count	Count	Count	Count	Count	Count	Count	Total = columns B, E & H
	95% & Up	ELL	IEP	92-94.99%	ELL	IEP	92% & below	ELL	IEP	
8/30/2024	75%/234	25	30	12%/38	4	5	13%/42	9	8	314
9/13/2024	80% / 253	38	34	3% / 10	5	4	17% / 52	14	6	315
9/27/2024	72% / 228	36	30	10% / 31	7	6	18% / 57	15	9	316
10/11/2024	73% / 230	36	26	8% / 26	7	6	18% / 58	15	13	314
10/25/2024	69% / 217	31	22	8% / 26	7	7	23% / 71	19	16	314
11/8/2024	71% / 223	34	25	7% / 23	14	5	21% / 68	9	14	314
11/22/2024	67% / 211	32	28	15% / 47	8	6	18% / 57	18	11	315
12/13/2024	61% / 193	30	26	17% / 54	9	6	22% / 69	18	13	316
12/20/2024	62% / 197	32	26	17% / 52	7	5	21% / 67	18	14	316
1/17/2025	62% / 195	30	24	17% / 53	9	8	21% / 67	16	12	315
1/31/2025	61% / 192	30	22	17% / 52	9	9	22% / 71	17	13	315
2/14/2025	54% / 169	26	21	24% / 76	13	10	22% / 69	17	13	314
2/28/2025	53% / 168	24	20	24% / 75	13	12	23% / 71	17	12	314
3/14/2025	54% / 170	25	21	24% / 74	14	10	22% / 70	15	13	314
3/28/2025	53% / 166	25	20	23% / 73	13	10	24% / 75	16	14	314
4/11/2025	55% / 171	27	21	23% / 73	12	10	22% / 70	15	13	314
4/25/2025	56% / 174	27	21	24% / 76	11	13	20% / 64	15	10	314
5/9/2025	55% / 174	24	22	24% / 75	13	12	20% / 65	16	11	314
5/23/2025	56% / 176	26	21	24% / 75	11	12	20% / 63	16	10	314
6/4/2025	54% / 170	25	21	26% / 81	10	14	20% / 63	19	8	314

Attendance

PEACOCK	% / Count	Count	Count	% / Count	Count	Count	% / Count	Count	Count	Total # of students (columns O, R, U)
	95% & Up	ELL	IEP	92-94.99%	ELL	IEP	92% & below	ELL	IEP	
8/30/2024	80% / 242	19	21	14% / 42	5	0	6% / 19	2	2	303
9/13/2024	84% / 254	16	19	2% / 5	1	2	14% / 43	4	2	302
9/27/2024	79% / 240	15	20	9% / 26	1	-	12% / 38	5	3	304
10/10/2024	82% / 249	15	19	7% / 22	3	1	11% / 34	4	3	304
10/25/2024	75% / 228	14	17	13% / 39	5	3	12% / 37	3	3	304
11/8/2024	70% / 213	13	17	15% / 46	5	3	15% / 45	4	3	304
11/22/2024	69% / 210	13	16	17% / 51	4	4	14% / 42	6	3	303
12/13/2024	65% / 196	13	15	19% / 58	2	5	16% / 50	7	3	304
12/20/2024	69% / 209	11	16	14% / 42	2	2	17% / 52	9	5	303
1/17/2025	67% / 203	12	15	17% / 53	2	3	16% / 47	8	5	303
1/31/2025	66% / 200	11	16	18% / 54	4	2	16% / 49	7	5	303
2/21/2025	61% / 186	11	15	22% / 66	3	3	17% / 51	8	5	303
2/28/2025	61% / 184	11	14	22% / 67	3	4	17% / 52	8	5	303
3/21/2025	63% / 193	15	13	21% / 65	4	6	15% / 46	3	5	304
3/28/2025	60% / 182	9	11	22% / 68	5	7	18% / 54	8	6	304
4/11/2025	64% / 196	9	12	19% / 58	6	6	50	7	5	304
4/25/2025	63% / 193	9	11	20% / 60	5	7	17% / 51	8	6	304
5/9/2025	67% / 204	10	14	18% / 55	6	5	15% / 45	6	6	304
5/23/2025	64% / 196	10	13	21% / 63	6	6	15% / 45	6	6	304
6/4/2025	63% / 192	9	13	23% / 70	5	6	14% / 42	6	6	304



TEACHING & LEARNING BOARD REPORT

June 2025

Dr. Heidi Weeks

Deputy Superintendent

Curriculum Highlights:

- **Literacy** - We are now in our third year of implementing our new Literacy series, and we continue to see district-wide growth as reflected in both iReady and preliminary IAR results. A big thank you to Stacey McCarthy and Kathy Bruni for their leadership of the Literacy Committee. This team will continue to meet next year to analyze data and support curriculum implementation across the district.
- **Mathematics** - This year marked a successful first year of implementation for our new math series, Into Math, in grades six through eight. Thanks to the strong collaboration within the math department and the leadership of Katie Sard, our transition to the new curriculum has been smooth and effective. We're especially excited to introduce Algebra for All next year, giving all 8th grade students the opportunity to build a strong foundation in algebraic concepts. Geometry will continue to be offered to a select group of students, ensuring differentiated learning opportunities based on student readiness.
- **Science** - This fall, we will form a district-wide Science Committee to begin reviewing our current science resources and exploring additional curriculum options to support and strengthen science instruction. Currently, we continue to use Stemsopes (K-5) and IQWST (6-8), which have provided solid frameworks for student learning in science.
- **Social Studies** - Our social studies curriculum, TCI (Teachers' Curriculum Institute), continues to support grade-level standards while reinforcing key literacy skills. This integration has proven effective in providing students with rigorous and relevant learning experiences across all grades.
- **Social Emotional Learning (SEL)** - Second Step, our SEL curriculum, continues to be a valuable resource for teachers. It aligns well with our Quantum Learning strategies and the 8 Keys of Excellence, offering consistent support for students' social-emotional growth throughout the school year.

Professional Learning Summary :

This year's professional learning focused on equipping staff with tools and strategies to support high-quality instruction, effective classroom management, and student engagement. A special thank you to Heather Buske for her leadership and dedication in planning and facilitating many of these valuable learning opportunities.

- Staff participated in Quantum Learning training to strengthen classroom culture, build positive relationships, and create optimal learning environments. A concentrated effort was made to ensure alignment between learning standards and our curriculum, supporting consistency and clarity in instructional planning.
- We deepened our understanding of best teaching practices through Danielson Framework training, providing a common language for effective instruction and professional reflection.
- Teachers also received training in 1-2-3 Magic, along with behavior management and de-escalation strategies to support classroom climate and student well-being.
- Additional professional development included Summit K-12, enhancing support for multilingual learners, and a writing initiative focused on igniting the passion for writing, aimed at cultivating student voice and strengthening literacy across grade levels.



TEACHING & LEARNING BOARD REPORT
June 2025
Dr. Heidi Weeks
Deputy Superintendent

Summer Learning 2025:

- As reported in May, we are excited to move forward with a free three-week summer session for selected Kindergarten through 7th grade students, taking place this month from June 9–26, 2025. The program runs Monday through Thursday at Franzen Intermediate from 8:00 AM to 11:15 AM (no school on June 19). Students will engage in a differentiated curriculum focused on literacy, math, and team building, all aligned with the 8 Keys of Excellence. Designed to support, engage, and challenge every learner, this program aims to both remediate and accelerate learning.
- Also beginning this month, staff summer learning will take place in both June and August. We've partnered with Keeneyville and Medinah School Districts to offer the next two courses in the Quantum Learning series. Classroom Climate & Culture will be held on June 9th and 10th, with Design and Delivery scheduled for August 4th and 5th. In addition, several staff members will attend local and national conferences and will share key takeaways with their colleagues during next school year's professional development sessions.
- Additionally, as previously shared in March, plans to provide staff with opportunities to continue their learning this summer are now beginning to take place, supported by funding provided through a grant. Staff are attending local and state conferences happening now through July. These professional learning opportunities align with our district's mission, vision, and core values, ensuring relevant and impactful experiences. Topics will focus on instructional strategies, our School Improvement Plan work with High Reliability Schools, and the Art and Science of Teaching, to name a few. Staff members selected to attend will return with valuable insights to share during SMART Days, Institute Days, staff meetings, and other professional development sessions—enhancing learning and growth across our district.



BOARD BRIEFS

May 12, 2025

**NDSEC
BOARD MEMBERS**

OFFICERS:

GOVERNING BOARD
Dave Williams, Chair
Tina O'Neill, Vice Chair

OPERATIONAL BOARD
Dr. Michael Wojtowicz, Chair
Dr. Mary Henderson, Vice Chair

OPERATIONAL BOARD:

Dr. Katie McCluskey, Dist. 2 Supt.

Dr. Nick Sutton, Dist. 4 Supt.

Dr. John Corbett, Dist. 7 Supt.

Mr. Craig Benes, Dist. 10 Supt.

Dr. Susan Redell, Dist. 11 Supt.

Dr. Mary Henderson, Dist. 12 Supt.

Dr. Jon Bartelt, Dist. 13 Supt.

Dr. Sam Bentsen, Dist. 100 Supt.

Dr. Michael Wojtowicz, Dist. 108
Supt.

GOVERNING BOARD:

Cristina Reyes, Dist. 2
Victoria Gonzalez, Alternate

Dave Williams, Dist. 4
Serge Ruffolo, Alternate

Mary Fletcher-Gomez, Dist. 7
Araceli Botello, Alternate

Tina O'Neill, Dist. 10
James Barthel, Alternate

Ian Neitzke, Dist. 11
Amy Johnson, Alternate

Lydia Galante, Dist. 12

Marc Kapral, Dist. 13
Linda Wojcicki, Alternate

Rachel Matug, Dist. 100
Reid Goodrich, Alternate

Joe Mangold, Dist. 108
Beata Swacha, Alternate

EXECUTIVE DIRECTOR
Dr. Todd Putnam

BOARD SECRETARY
Michele Celozzi

OPERATIONAL BOARD MEETING

The Operational Board was called to order by Dr. Bartelt, Chairperson, at 3:01 p.m. Nine districts were represented at the meeting. (Districts 2, 4, 7, 10, 11, 12, 13, 100 and 108)

A quorum of nine board members was present in the room at the time of roll call.

Additional Agenda Items: *None.*

Recognition of Visitors: Audience members were: James Zinni, Ryan Kozin, Angela Albrigo, Kaley Mockus, Alex Desmond, James Desmond, Nathan Molby and Maria Ojuolape.

Public Comment: *None.*

NDSEC Education Association Comments: *None.*

Program Report: Language and Social support Opportunities Program (LASSO) – Coordinator James Zinni, Teacher, Kaley Mockus and SLP, Melanie Miller presented an overview of the LASSO program along with student Alex Desmond.

Consent Agenda: *Approved. Vote: 9-0.*

A. Personnel Report dated May 12, 2025:

Certified Professional Personnel

Resignations: 1.0 FTE Teacher ALSP, 1.0 FTE SLP

Appointments: .37 FTE Teacher (D108 User Fee)

Appointments for 25-26 school year: 1.0 FTE Teacher Lincoln Academy, 1.0 FTE Social Worker

Open Positions 24-25: none

Open Positions 25-26: 1.0 FTE Teacher Foundations, 1.0 FTE Teacher EC, 1.0 FTE Teacher ALSP, 1.0 FTE SLP, .6 FTE SLP, 1.0 FTE OT

Educational Support Personnel

Resignations: 3.0 FTE CONTRACT Paraprofessional

Appointments: 1.0 FTE CONTRACT Paraprofessional

Open Positions 24-25: 3.0 FTE Paraprofessional (SSP, TLC, ALSP)

B. Approval of FY 2026 Program Administrator Contracts – Recommendation to the Governing Board

C. Banks of Depository: Fifth Third Bank/Bloomingtondale & ISDLAF

D. Approval of Legal Fee Increase: NDSEC's counsel Engler Callaway Baasten & Sraga, LLC is increasing their legal fees effective July 1, 2025 to \$300 per hour for Teri Engler, \$285 per hour for partners and \$265 per hour for associates. Administration recommends approval.

(Consent Agenda continued)

- E. **Approval of Bills:** April – May 2025 and May 2025 bill lists
- F. **Renewal of School Psychologist Contracted Services Agreement - Lauren Saturnus**
- G. **Certificate of Status of Total Exempt Property**
- H. **Semi-Annual Review of Closed Session Minutes:** Minutes released for public inspection: December 3, 2024 Finance Committee, December 9, 2024 Operational Board, February 4, 2025 Finance Committee and February 10, 2025 Operational Board. All other closed session minutes remain closed as the need for confidentiality still exists to protect an individual's privacy or the Cooperative's interests. All audio recordings more than 18 months old, having been put into writing and approved, are to be destroyed.

Action Items:

- A. **Approval of Regular and Closed session Operational Board Minutes of April 14, 2025** – *Approved the minutes of regular meeting and closed session of April 14, 2025. Vote: 9-0.*
- B. **Approval of Program Administrator Increase (.6 FTE) – Recommendation to the Governing Board** – *Recommended approval of Program Administrator increase .6 FTE. Vote: 5-4.*
- C. **Approval of FY 2026 Salary Increase for Director of Business and Operations** – *Approved 2.9% salary increase for Mrs. Julie Neenan, Director of Business and Operations, for FY 2026, as presented. Vote: 9-0.*
- D. **Approval of 2025-26 Staffing, Programs and Services – Recommendation to the Governing Board** – *Recommended approval of the proposed 2025-26 profile, as presented. Vote: 9-0.*
- E. **Approval of three-year contract extension with Lauterbach & Amen – Recommendation to the Governing Board** – *Recommended approval with auditors, Lauterbach & Amen to renew the contract for another three-years. The proposed increase is 4% for each of the three years, as presented. Vote: 8-0. Abstained: 1*
- F. **Approval of Sealcoating at Lincoln Academy and the Pine Administrative Center** – *Approved bid to Sur-Seal for sealcoating and restriping of the parking lots at Lincoln Academy and Pine, as presented. Vote: 9-0.*
- G. **Approval of an Asphalt Play Surface Project at Lincoln Academy** – *Approved bid to K&L Contractors, Inc., for a new asphalt play surface at Lincoln Academy, as presented. Vote: 9-0.*
- H. **Approval of NDSEC Strategic Plan – Recommendation to the Governing Board** – *Recommended approval of the NDSEC Strategic Plan, as presented. Vote: 9-0.*
- I. **Adoption of Order of Succession for Chairperson and Vice Chairperson** – *Adopted order of succession naming Dr. Michael Wojtowicz as Chairperson and Dr. Mary Henderson as Vice Chairperson for a one-year term. Vote: 9-0.*

Expression of Gratitude – Dr. Putnam expressed appreciation for Dr. Bartelt's leadership and support as Chairperson during the past year.

Adjourn Sine Die: Adjourned at 3:36 pm

The newly-constituted board was called to order by Dr. Wojtowicz at 3:39 p.m.

Consent Agenda: *Approved. Vote: 9-0.*

- A. **Establish Regular Meeting Dates, Time and Place** – The schedule for the coming year is published on the NDSEC website under NDSEC Board/Annual Schedule of Regular Board Meetings.
- B. **Appointments**
 - 1. **Board Secretary** – Michele Celozzi (*1-year term*)
 - 2. **Committees**
 - a) **Finance** – Dr. Nick Sutton, Dr. Susan Redell, Dr. Mary Henderson and Dr. Michael Wojtowicz
 - b) **Facilities** – Dr. Katie McCluskey, Dave Williams, Dr. Jon Bartelt and Dr. Michael Wojtowicz
 - c) **Policy** – Dr. Shannon Dudek, Mr. Craig Benes, Dr. Sam Bentsen, and Dr. Michael Wojtowicz

- C. **Resolution Appointing School Treasurer:** Julie Neenan appointed School Treasurer.
- D. **Resolution Approving Surety Bond of Treasurer and School Treasurer's Bond Calculation Form:** Along with the Treasurer resolution, these forms need to be submitted annually to the Regional Office of Education by June 15 per the School Code.

Discussion/Informational Items:

A. NDSEC Staff/Enrollment Profile:

Current enrollment in NDSEC operated programs is 194 students, which is an increase of 1 student since our April Board meeting. Private Placement has a current enrollment of 95 students, with 5 waiting for placement. This is a decrease in 1 student since our April Board meeting.

B. Financial Report:

- 1) **Monthly Financial Summary – April 2025:** As of 04/30/2025 (83% of the fiscal year completed), NDSEC expended 77% of budgeted expenditures and received 91% of projected revenues.
- 2) **Single Audit:** Our auditors, Lauterbach & Amen, performed a single audit for FY 24. No issues were reported for the audit.
- 3) **ESY Fiscal Year 2025 Preliminary Budget:** Administration is projecting 160 students to attend Extended School Year (ESY). The cost is projected to increase by four percent from last year.
- 4) **Fiscal Year 2026 Preliminary Budget:** The first draft of the FY 26 budget reflects a 9.86% increase in revenues and expenditures. Tuition is projected to increase by 9%. Primary contributors include the addition of three classrooms, a 15% increase in student enrollment, and a 17.6% increase in related service minutes.
- 5) **Non-Public Proportionate Share:** Timely and Meaningful Consultations (TMC) meetings for all member districts with non-public schools have been scheduled and will be completed by the May 31, 2025 deadline.
- 6) **Maintenance of Effort:** All member districts have met the Maintenance of Effort (MOE) for FY 2026.

C. **Board working agreement / set of norms:** The Operational Board agreed that NDSEC will establish a working agreement/set of norms for the Executive Director and Board. Dr. Putnam received several examples from member districts, which were very helpful. A live document in draft form was shared with board members to provide comments and feedback. Dr. Putnam will continue to work with the Board Chair and Vice Chair and bring to the June Operational Board meeting.

D. 2025-26 Calendars:

- Lincoln Academy will follow Lake Park High School, District 108 calendar for the 2025-26 YR.
- TLC will follow Fenton High School, District 100 calendar for the 2025-26 YR.
- Calendars for 10-month, 11-month and 12-month administrative staff for FY 2026 were provided to the board

E. **Staff Recognition – Years of Service and Retirement Honorees:** On May 8, 2025 NDSEC held its annual recognition event at Lincoln Academy. There were 12 years of service award recipients and 1 retiree honored. It was well attended. Thank you to the Operational Board members that attended.

Future Agenda Items – There was a request for administration to pull percentages on students in NDSEC programs by member district.

Adjournment of Operational Board Meeting – 3:48 pm

The next regular meeting of the Operational Board will be June 2, 2025, at 3:00 p.m.

GOVERNING BOARD REGULAR MEETING

The regular meeting of the Governing Board was called to order by Mr. Williams, Vice Chairperson, at 4:03 p.m. Seven board members were present in the room at roll call (Districts 2, 4, 7, 10, 11, 12 and 13).

Additional Agenda Items: None.

Public Comment: None.

Approval of Minutes: Approved minutes of regular and closed meeting of March 10, 2025. *Approved by voice vote.*

Adjourn Sine Die: *Adjourned at 4:05 p.m.*

The newly-constituted board was called to order by Dr. Putnam at 4:05 p.m.

Election of Officers

- A. **Chairperson** – Dave Williams, Dist. 4, was elected.
- B. **Vice Chairperson** – Tina O’Neill, Dist. 10, was elected.

*District 100 arrived at 4:07 p.m. – Rachel Matug

Recognition of Visitors: Audience member – James Zinni.

NDSEC Education Association Comment: None.

Consent Agenda: *Approved. Vote: 8-0.*

A. **Establish Regular Meeting Dates, Time and Place** – The schedule for the coming year is published on the NDSEC website under *NDSEC Board/Annual Schedule of Regular Board Meetings*.

B. Appointments

1) Board Members:

Per Articles of Agreement (2-year term):

- Dist. 4 - Dave Williams (Serge Ruffolo, Alternate)
- Dist. 7 - Mary Fletcher-Gomez (Araceli Botello, Alternate)
- Dist. 11 - Ian Neitzke (Amy Johnson, Alternate)
- Dist. 13 - Marc Kapral (Linda Wojcicki, Alternate)
- Dist. 100 - Rachel Matug (Reid Goodrich, Alternate)

Off Cycle (1-year term):

- Dist. 2 - Maria Cristina Reyes (Victoria Gonzalez, Alternate)
- Dist. 12 – Mania Karimi (Lydia Galante, Alternate)

2) Board Secretary – Michele Celozzi (*1-year term*)

Adjournment to Closed Session: 4:08 p.m.

5 ILCS 120/2(c)(1) - the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the Cooperative

Reconvene Open Session: 4:14 p.m.

NDSEC Board Briefs

May 12, 2025

Page Five

Action Items:

- A. Approval of FY 2026 Compensation Increase for Employees Not Included in the Collective Bargaining Agreement:** *Approved the administrator performance-based compensation increases, as presented and all other non-CBA staff 2.9% increase, as presented. Vote: 8-0.*
- B. Approval of Assistant Director, Sue Zikuda, 3-year contract, July 1, 2025 through June 30, 2028:** *Approved 3-year contract for Assistant Director, Sue Zikuda, July 1, 2025 – June 30, 2028, as presented. Vote: 8-0.*
- C. Approval of three-year contract extension with Lauterbach & Amen:** *Approved renewal with auditors, Lauterbach & Amen for three years. The proposed increase is 4% for each of the three years. Vote: 7-0. Abstained: 1*
- D. Approval of Program Administrator Increase for 2025-26 (.6 FTE):** *Tabled request for a .6 FTE increase in program administrator support, as presented. Vote: 4-4.*
- E. Approval of 2025-26 Staffing, Programs and Services:** *Approved the 2025-26 profile, as presented. Vote: 8-0.*
- F. Approval of the NDSEC Strategic Plan:** *Approved the NDSEC Strategic Plan, as presented. Vote: 8-0.*

Discussion/Informational Items:

- A. Staff Recognition – Years of Service and Retirement Honoree:** On May 8, 2025, NDSEC held its annual recognition event at Lincoln Academy. There were 12 years of service award recipients and 1 retiree honored.
- B. NDSEC Classroom Rental Fees:** This discussion item will be brought to the Operational Board in the fall.

Future Agenda Items: *None.*

Adjournment of Governing Board Meeting: *4:32 p.m.*

The next Governing Board meeting will be August 11, 2024, at 4:00 p.m. at the administrative office.



MEMORANDUM

TO: Superintendent Benes Members of the Board of Education

RE: **Business Office Monthly Report - June 2025**

FROM: Tiffany Preuss, Chief School Business Official

1. Fund Balance Report for the month of April 2025

The detailed fund balances of all funds for the months of April 2025 can be seen on **page 2**.

This report shows what current fund balances are in each fund and where our funds are invested as of the end of April 2025.

2. Revenue and Expenditure Variance Report for Operating Funds as of April 2025

The 2024-2025 Revenue and Expenditure Report for all funds for the **month of April 2025** can be seen on **page 3**.

3. Cash and Investment Report

The detailed cash and investment reports are on **pages 4-6**. They itemize out each investment, maturity date, interest rate and anticipated interest income.

4. Audited Financials Update

The auditing firms financial services division has come onsite and worked with the Business Office to properly segregate the bank accounts in our ledger and ensure that reconciliations are for individual accounts rather than the previously commingled accounts.

The Imprest, Student Activity, 2021 Bond, 2023 Bond and Itasca Bank accounts have been fully reconciled through May 2025 with no issue. The PMA General account has been reconciled through July and August 2024 and is anticipated to be completely caught up by June 30th.

5. Potential Asbestos Abatement at Peacock

Notice was sent out last week to families about the potential asbestos abatement at Peacock. During the start of construction, testing is conducted to ensure safety and identify potential asbestos. In order to stay on schedule with construction the District is preemptively having areas assessed and will arrange for abatement if areas are indicated. If testing comes back clean, there will be no additional cost incurred as there would be no abatement needed.

6. Construction Updates

The Peacock renovation is in full swing. Movers have removed the majority of items from the school and demolition has started.

Benson drop off and civil work has also started. If all goes as planned, it should be completed before Itasca Fest.

Weeks	School	Progress Plan
Week 1 & 2 (6/2-6/14)	Peacock	Moving classroom and curriculum items into storage and demolition of mechanical, gym bleachers and flooring
	Benson	Saw cutting sidewalk and digging for civil plumbing
Week 3 & 4 (6/15-6/28)	Peacock	Continued demolition of flooring, ceilings. Starting of mechanical and electrical work
	Benson	Civil plumbing completed, setting forms for new concrete and asphalt, pouring concrete
Week 5 & 6 (6/29-7/11)	Peacock	HVAC piping completed, electrical finished, install new univents, gym floors installed
	Benson	Benson drop off and civil plumbing wrapping up, sidewalks poured, holes backfilled, asphalt complete
Week 7 & 8 (7/12-7/26)	Peacock	Rooms are being reassembled with flooring, paint, and lighting installed
Week 9 & 10 (7/27-8/9)	Peacock	Substantial completion of mechanical and facelift renovation, punch list walk through, furniture delivered and getting installed
Week 11 (8/10-8/16)	Peacock	Storage of classroom and curriculum items returned on site, classroom access for teachers by 4/13 to set up their spaces.

ITASCA SCHOOL DISTRICT 10

MONTHLY FINANCIALS

UNAUDITED

4/30/25

FUND BALANCE REPORT

VARIANCE REPORT

CASH AND INVESTMENT REPORT

TREASURER'S INVESTMENT REPORT

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FUND BALANCE REPORT

April 30, 2025

Board Funds

FUND	DESCRIPTION	3/31/2025	REVENUES	EXPENDITURES	REV OVER EXPENSE	4/30/25
10	Education	\$ 9,453,829	\$ 284,157	\$ 949,327	\$ (665,170)	\$ 8,788,659
20	Operations & Maintenance	\$ 625,943	11,958	173,885	\$ (161,928)	\$ 464,015
40	Transportation	\$ 345,315	23,348	124,731	\$ (101,383)	\$ 243,932
50	Municipal Retirement	\$ 380,650	2,660	28,141	\$ (25,481)	\$ 355,169
70	Working Cash	\$ 1,629,719	9,680	-	\$ 9,680	\$ 1,639,399
OPERATING TOTAL		\$ 12,435,456	\$ 331,802	\$ 1,276,084	\$ (944,281)	\$ 11,491,175
30	Debt Service	237,179	6,886	-	6,886	244,065
60	Capital Projects	15,017,202	38,886	369,050	(330,164)	14,687,038
NON OPERATING TOTAL		\$ 15,254,381	\$ 45,772	\$ 369,050	\$ (323,278)	\$ 14,931,103
GRAND TOTAL		\$ 27,689,837	\$ 377,574	\$ 1,645,134	\$ (1,267,560)	\$ 26,422,277

VARIANCE REPORT

April 30, 2025

OPERATING REVENUES	TOTAL ANNUAL REVENUES			YTD REVENUES			YTD % OF TOTAL REVENUES		
	FY23	FY24	FY25	FY23	FY24	FY25	FY23	FY24	FY25
	ACTUAL	ACTUAL	BUDGET	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL/BUDGET
Property Taxes	\$ 12,487,628	\$ 13,398,669	\$ 13,765,164	\$ 5,912,779	\$ 13,398,670	\$ 6,402,976	47.3%	100.0%	46.5%
CPPRT	407,639	268,160	259,520	327,878	221,518	138,953	80.4%	82.6%	53.5%
Interest	275,564	708,957	397,250	221,036	521,933	71,607	80.2%	73.6%	18.0%
Other Local	551,615	636,035	617,960	416,101	464,450	1,159,861	75.4%	73.0%	187.7%
State	4,692,356	836,651	4,642,335	838,011	645,435	832,692	17.9%	77.1%	17.9%
Federal	847,738	415,583	430,212	886,270	359,316	528,155	104.5%	86.5%	122.8%
TOTAL	\$ 19,262,541	\$ 16,264,055	\$ 20,112,441	\$ 8,602,075	\$ 15,611,322	\$ 9,134,245	44.7%	96.0%	45.4%

OPERATING EXPENDITURES	TOTAL ANNUAL EXPENDITURES			YTD EXPENDITURES			YTD % OF TOTAL EXPENDITURES		
	FY23	FY24	FY25	FY23	FY24	FY25	FY23	FY24	FY25
	ACTUAL	ACTUAL	BUDGET	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL/BUDGET
Salaries	\$ 7,840,318	\$ 8,705,295	\$ 9,499,024	\$ 6,665,838	\$ 6,012,632	\$ 7,357,339	85.0%	69.1%	77.5%
Benefits	1,921,372	1,923,917	1,906,960	1,560,661	1,542,308	1,794,284	81.2%	80.2%	94.1%
Purchased Services	1,439,616	1,667,428	1,760,125	1,113,703	1,397,417	1,661,552	77.4%	83.8%	94.4%
Supplies and Materials	1,153,793	871,392	956,900	875,126	610,775	802,739	75.8%	70.1%	83.9%
Capital Outlay	217,479	447,179	311,000	56,845	861,145	199,242	26.1%	192.6%	64.1%
Other Objects	5,387,988	6,768,058	5,369,299	1,617,098	2,760,310	1,683,914	30.0%	40.8%	31.4%
Non-capitalized Equipment	85,110	2,853,258	114,005	74,186	252,499	27,684	87.2%	8.8%	24.3%
Termination Benefits	99,735	6,000	10,365	99,735	6,000	6,775	100.0%	100.0%	65.4%
TOTAL	\$ 18,145,411	\$ 23,242,527	\$ 19,927,678	\$ 12,063,192	\$ 13,443,086	\$ 13,533,530	66.5%	57.8%	67.9%

CASH AND INVESTMENT REPORT

April 30, 2025

Board Funds

INSTITUTION	DESCRIPTION	GENERAL LEDGER
Itasca Bank	Imprest	\$ 34,433.66
Itasca Bank	NOW account	\$ 125,884.82
Itasca Bank	Investments	
	CD 105671910	\$ 671,328.80
	CD 105671912	\$ 805,718.67
	CD 148992506	\$ 444,539.43
	CD 148992508	\$ 420,242.81
	CD 148992509	\$ 422,218.48
		\$ 2,764,048.19
ISDLAF	Bond Account 2021	
	LIQ	16.16
ISDLAF	Bond Account 2021	
	Max	\$ 2,811,265.05
ISDLAF	Bond Account 2023	
	LIQ	\$ 4,780,490.52
ISDLAF	Bond Account 2023	
	Max	\$ 3,630,441.46
ISDLAF	General	
	LIQ	\$ 2,813,967.28
ISDLAF	General	
	MAX	\$ 1,570,856.57
ISDLAF	General	
	Fixed Income	\$ 8,802,492.38
Outstanding Checks Not Cleared		788,165.63
Non Cash Liability Accruals		-
TOTAL		\$ 28,122,062

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TREASURER'S INVESTMENT REPORT

April 30, 2025

INSTITUTION	TYPE	SECURED BY	PURCHASE	MATURITY	PURCHASE	RATE	INTEREST
ISDLAF+ TERM SERIES, IL	TS	FDIC Insured	9/10/2024	5/6/2025	\$ 2,000,000.00	4.46%	58,163
Financial Federal Bank	CD	FDIC Insured	9/6/2024	5/14/2025	\$ 242,100.00	4.70%	7,794
NorthEast Community Bank, NY	CD	FDIC Insured	5/28/2024	5/28/2025	\$ 237,750.00	5.11%	12,148
Western Alliance Bank, CA	CD	FDIC Insured	5/28/2024	5/28/2025	\$ 237,500.00	5.21%	12,379
Pacific National Bank	CD	FDIC Insured	9/6/2024	6/12/2025	\$ 241,700.00	4.44%	8,198
Dundee Bank	CD	FDIC Insured	9/6/2024	6/26/2025	\$ 241,900.00	4.12%	8,000
First Capital Bank	CD	FDIC Insured	9/6/2024	6/26/2025	\$ 241,900.00	4.14%	8,035
Preferred Bank	CD	FDIC Insured	9/6/2024	6/26/2025	\$ 241,700.00	4.22%	8,194
US TREASURY N/B, 912828ZW3	SEC	US Government	6/14/2021	6/30/2025	\$ 998,515.86	0.51%	47,257
CIBC Bank USA	CD	FDIC Insured	9/6/2024	7/10/2025	\$ 241,100.00	4.36%	8,848
Great Midwest Bank, S.S.B.	CD	FDIC Insured	9/6/2024	7/10/2025	\$ 241,400.00	4.21%	8,548
5Star Bank	CD	FDIC Insured	9/6/2024	7/10/2025	\$ 241,000.00	4.41%	8,943
Merrick Bank	CD	FDIC Insured	9/6/2024	7/10/2025	\$ 241,400.00	4.17%	8,468
Bank Of Clarke	CD	FDIC Insured	9/6/2024	7/30/2025	\$ 240,700.00	4.27%	9,212
NexBank	CD	FDIC Insured	9/6/2024	8/14/2025	\$ 239,500.00	4.64%	10,409
First Bank	CD	FDIC Insured	9/6/2024	8/14/2025	\$ 240,100.00	4.34%	9,752
The First National Bank of Hutchinson	CD	FDIC Insured	9/6/2024	8/14/2025	\$ 240,100.00	4.35%	9,777
ServisFirst Bank	CD	FDIC Insured	9/30/2024	9/11/2025	\$ 240,400.00	4.18%	9,519
The Western State Bank	CD	FDIC Insured	9/30/2024	9/11/2025	\$ 241,500.00	3.68%	8,425
Bank of Hindman	CD	FDIC Insured	9/30/2024	9/11/2025	\$ 241,000.00	3.91%	8,934
Grand Ridge National Bank	CD	FDIC Insured	9/30/2024	9/29/2025	\$ 239,900.00	4.17%	9,972
GBank	CD	FDIC Insured	9/30/2024	9/29/2025	\$ 239,900.00	4.17%	9,985
US TREASURY N/B, 9128287B0	SEC	US Government	6/14/2021	6/30/2026	\$ 991,426.52	0.70%	50,217
TOTAL					\$ 8,802,492		\$ 341,178



TECHNOLOGY REPORT Steve Schmidt June 2025

Student Chromebook Collection - The IT Department collected the student Chromebooks for all returning students to Franzen and Peacock and are storing them for distribution the next school year. All Chromebooks at Benson will be stored in the classroom they were issued to. During the summer, we will be setting up and preparing all the new Chromebooks for the incoming students at Franzen and Peacock.

Summer Vendor Work - The IT Department finalized the scheduling of vendors for some tech projects over this summer. These projects include the upgrade of the cellular repeater system at Benson and the upgrade of the security cameras at Peacock, interior and exterior.

District Main Internet Circuit Relocation - The IT Department submitted a request to our internet service provider to relocate the main internet circuit from the District Office to Peacock. This was submitted last year and it was approved to proceed this summer. We are currently working with our internet service provider on the scheduling of this circuit work and preparing our equipment for the transition.

Help Desk - There are currently no open tickets in our system.

June School Board Reports

Benson Principal - Mr. Jason Taylor
Franzen Principal - Ms. Linda Wit
Peacock Principal - Mrs. Brooke Krey

A. Student Safety and Citizenship - To ensure a safe learning environment that promotes the development of responsibility, ethics, discipline, and citizenship.

B. Academic Excellence – To reach the highest level of academic excellence by promoting an environment for growth and learning for all students and the district.

Report Cards - report cards were made available online to all families on June 4th. Copies of report cards were also sent home along with the spring IReady assessment results.

PST - School Problem Solving Team meetings continued at each of our schools. The process includes all grade level teams, student support coordinators, related services, coaches and psychologists. We appreciate these meetings and supporting the learning progress of our students and progress through various interventions & supports.

8th Grade Graduation - 8th grade students graduated on May 27, 2025 at 7:00 pm. We are so proud of their efforts this school year and wish them well this summer and next school year! Once a Charger, always a Charger!

Charger Excellence Assembly - On May 23rd we celebrated the individual accomplishments of the 8th grade class. Thank you to the graduation committee, teachers, and staff for their work to make this event a success.

Field Day - Benson and Franzen students participated in Field Day on May 30 & June 2. Thank you to our PE teachers Karen Engel and Chris Imes for organizing this event for our schools. Peacock participated in Field Day rotations on June 3rd. Many thanks to Peacock teachers and staff for organizing the event. Thank you also to the IPTO for providing a Kona Ice treat for our students to enjoy at all of the schools!

C. Fiscal Responsibility - To efficiently and responsibly manage the district's fiscal resources for short-term needs and long-term stability.

D. Community Relationships - To nurture and advance relationships through collaboration and communication with the whole community.

Memorial Day Parade - Various groups of students marched in the Itasca Memorial Day parade on May 26th. These groups included the 5th grade DARE graduates and Peacock Band and Choir.

Peacock Picnic - Peacock collaborated with the Village of Itasca and Itasca Police Department for a picnic at Clayson Park. Students will bring lunches and have an opportunity to engage in social activities on the last day of school!

Monthly Communication - Newsletters are emailed home at the beginning of each month highlighting upcoming events and important information. School specific newsletters can be accessed through the following links:

- [Benson Bulletin](#)
- [Franzen Falcon](#)
- [Peacock Charger](#)

June School Board Reports

Benson Principal - Mr. Jason Taylor
Franzen Principal - Ms. Linda Wit
Peacock Principal - Mrs. Brooke Krey

E. Professional Learning - To support a culture that enhances professional learning and growth.

F. Capital Development - To support safety and learning for all.

D10 Construction - Last days of school meant final preparations for summer construction around District 10. We appreciate our staff and custodial crew who prepared all of our spaces for next school year.



Tentative Budget FY 2026



Tiffany Preuss, CSBO



Topics

1. Budget Timeline
2. Fund Balance Report
3. Budgetary Assumptions
4. Revenue
5. Expenses
6. Operating Funds
7. Budget Variance
8. Next Steps
9. Summary and Questions



Budget Timeline

- June Board Meeting
 - Tentative Budget presented, reviewed and voted on
 - Illinois State Board of Education Budget Form available for public review at District Office
- Months of June and July
 - Adjusting salary and benefits based on actual hires as well as Open Enrollment completion
 - Adjusting State and Federal grants when numbers are finalized
 - Reviewing building budgets with Admin team
 - Review year end totals and make refinements based on full year spend
 - Board Finance and Capital Committees will meet and provide further review
- Mid July
 - Post budget hearing notification in the local newspaper
- August Board Meeting
 - Present final budget and host hearing
 - Submit final budget form to ISBE

FUND BALANCE REPORT

TENTATIVE BUDGET

FUND	DESCRIPTION	6/30/2025	REVENUES	EXPENDITURES	REV OVER EXPENSE	6/30/2026
10	Education	\$ 13,541,923	\$ 18,297,744	\$ 18,452,113	\$ (154,369)	\$ 13,387,554
20	Operations & Maintenance	\$ 1,258,970	1,874,346	1,630,931	\$ 243,415	\$ 1,502,385
40	Transportation	\$ 533,374	664,381	684,738	\$ (20,357)	\$ 513,017
50	Municipal Retirement	\$ 490,909	440,676	356,037	\$ 84,639	\$ 575,548
70	Working Cash	\$ 1,591,408	60,000	-	\$ 60,000	\$ 1,651,408
	OPERATING TOTAL	\$ 17,416,584	\$ 21,337,147	\$ 21,123,819	\$ 213,328	\$ 17,629,912
30	Debt Service	1,037,718	2,620,581	2,577,885	42,696	1,080,414
60	Capital Projects	10,771,187	350,000	7,500,000	(7,150,000)	3,621,187
	NON OPERATING TOTAL	\$ 11,808,905	\$ 2,970,581	\$ 10,077,885	\$ (7,107,304)	\$ 4,701,601
	GRAND TOTAL	\$ 29,225,489	\$ 24,307,728	\$ 31,201,704	\$ (6,893,976)	\$ 22,331,513

*6/30/25 Fund balance is based on the original budget, this will be updated with actual numbers for final budget



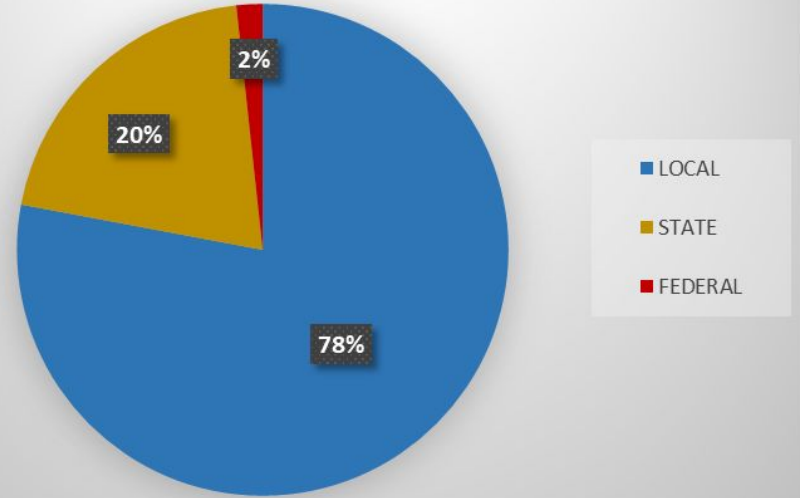
Budget Assumptions

- 4% tax increase from CPI
 - Historically, as a District we levy less than CPI
- 97.5% tax collection rate
 - Budget is based on historicals in this range
- Contract increases for both salaries and benefits are included
 - Benefit cost reduced due to new insurance split
- Contract increases for purchased services per terms of contract
 - Such as Westway and Johnson Controls
- Revenue increase due to investment rates on local funds

Tentative Revenue

	Revenue
Fund 10 - Education	18,297,744.00
Fund 20 - Operations and Maintenance	1,874,346.00
Fund 30 - Debt Service	2,620,581.00
Fund 40 - Transportation	664,381.00
Fund 50 - Municipal Retirement	440,676.00
Fund 60 - Capital Projects	350,000.00
Fund 70 - Working Cash	60,000.00
TOTAL	24,307,728.00

Revenue Funding Sources



LOCAL	19,083,107.00
STATE	4,795,794.00
FEDERAL	428,827.00
TOTAL	24,307,728.00



Tentative Expenses

	Expenses
Fund 10 - Education	18,452,113.00
Fund 20 - Operations and Maintenance	1,630,931.00
Fund 30 - Debt Service	2,577,885.00
Fund 40 - Transportation	684,738.00
Fund 50 - Municipal Retirement	356,037.00
Fund 60 - Capital Projects	7,500,000.00
Fund 70 - Working Cash	0.00
TOTAL	31,201,704.00



Operating funds by Object

(Does not include Debt Service or Capital Funds)

OPERATING FUNDS	FY25 Budget	FY25 Actual	FY26 Tentative Budget
1000 - Salaries	9,183,503.00	8,108,504.34	10,200,467.00
2000 - Benefits	2,114,353.58	1,976,873.22	2,103,614.00
3000 - Purch Serv	1,750,948.00	1,691,559.23	1,750,578.00
4000 - Supplies	964,924.00	841,734.66	981,700.00
5000 - Capital	270,000.00	199,242.42	286,000.00
6000 - Dues	5,405,136.00	1,693,620.36	5,697,090.00
7000 - Non Cap	81,813.00	27,683.79	94,005.00
8000 - Term Ben	10,000.00	6,775.00	10,365.00
TOTALS	\$ 19,780,677.58	\$ 14,545,993.02	\$ 21,123,819.00



Why the variances in budget vs actual FY25?

- Salaries
 - Vacancies with aides, nurses that were hired as outside contracts
- Contract Services
 - Correlates to the salaries being lower, so contracts were higher
- Dues
 - TRS journal entry timing - auditors will provide in August/September and this will be adjusted

These numbers are not cumulative for the entire year, only through May, true variances will not be evident like in the past.



Why the changes in actual FY25 vs budget FY26?

- Salaries
 - 6 more payrolls to run in June
 - Teacher increases average roughly 8.5%
 - Support Staff increases average roughly 6%
- Benefits
 - Reduced district contribution to add to salary
 - More staff waived coverage and received HRA benefit
 - This will be more accurate in the final budget
- Capital
 - Anticipating some new cleaning equipment for updated areas as well as miscellaneous items from capital improvements at Peacock




Next steps

- Months of June and July
 - Adjusting salary and benefits based on actual hires as well as Open Enrollment completion
 - Adjusting State and Federal grants when numbers are finalized
 - Reviewing building budgets with Admin team
 - Review year end totals and make refinements based on full year spend
 - Board Finance and Capital Committees will meet and provide further review
- Mid July
 - Post budget hearing notification in the local newspaper
- August Board Meeting
 - Present final budget and host hearing
 - Submit final budget form to ISBE



Summary

- This is a balanced budget and adheres to [District 10 Budget philosophy](#) and guidelines.
- Adjustments will occur between now and August to add detail or placeholders currently in the budget.
- The tax increase is only assumed at 4%. Based on CPI we could tax at 5%, but we want to be responsible to our community and not unnecessarily raise taxes.
- Our budget philosophy guides all of our choices and any possibilities of additional expenses will continue to be reviewed with the Finance Committee and D10 Board.
- Feedback or questions?



*When we invest wisely, we create
classrooms where excellence
thrives and every student has the
resources to succeed.*



Ed Design Updates

Mr. Benes & Dr. Weeks



- D10 Hiring Process
- Hiring and Staffing Updates
- Specific Program Development
- Staff Retirement, Resignation and Retirement Patterns

District 10 Hiring Process

- Post Vacancies Internally and Externally
(Frontline/ROE Dupage County School Job Opportunities)
- Admin Screens Applications
- Interview Series Created Approximately 4-8 candidates
- Initial In-person Interview with Admin
- Team Interviews
- Reference Checks (at least 3, with one being current supervisor)
- Final Interview with Heidi or Craig

Hiring and Staffing Updates, Teachers and Support Staff

- **New Hires**

- Peacock (4)
- Franzen (2)
- Benson (1)
- District-wide (2)

- **Teacher Vacancies**

- Peacock (0)
- Franzen (1)
- Benson (0)
- District-wide (3)

- **Support Staff Vacancies**

- Further Evaluation

Specific Program Development

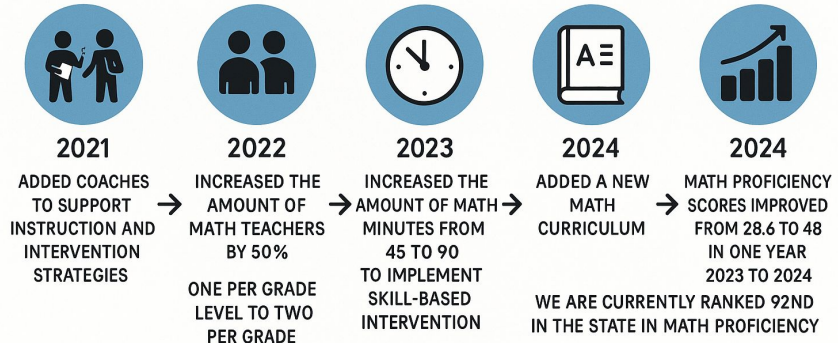
- Speech and Language Pathologists
 - Over the last 5 years we had had several staff FMLA and one late departure that have impacted continuity
 - Compensatory missed time is determined by SLP assessment and judgement
 - New additive design should enhance continuity and flexibility for services
 - Currently 1.0 filled with 2 Vacancy

Specific Program Development & Staffing

Peacock Math - Staffing

- 15 Teachers Since 2019
 - 33% Remain in District 10
 - 7% Moved Away
 - 20% Left Education
 - 13% Changed School Districts
 - 27% Resigned or Were Non-Renewed
- 3 New Hires with More Than 10 Years Experience in 2024 & 2025
- Further Evaluation will be Done to Examine Root Causes and Possible Impact with Students

Peacock Math - Program Development




National, Illinois and Local Trends

- Average Illinois Teacher only Teaches about 15 years in their Career
- 20-40% of All Teachers Leave the Profession in Their First 5 years
- Math and Science Endorsed Teachers are the Top Two Deficit Areas in the State of Illinois
- There is a Teacher Shortage Both Locally and Nationally
- In Relation to Shortages and Salary, more District Movement is Apparent
- Approximately 40% of Teachers will Switch a School or District Within Their First 10 years
- Most of our Longer Tenured Employees Have Worked in Another District Prior to Itasca

Staff Retirements, Resignations and Retirement Patterns

- ISBE Teacher Retention Data
 - 5 Year Averages D10 84.5% (LY 83%)
 - 5 Year Average ISBE 88% (LY 89.6%)
 - Feeders by District are: (LY 84%-87%)
 - 5 Year Average Peacock 80.2 % (LY 73%)
- Pre-2015: Retention Rates were Likely Substantially Less. The RIF Utilization, Retirement and Non-Renewal Frequency Far Exceeded Current Numbers



"Great educational design embraces change as a catalyst for growth, creating spaces where both learners and educators evolve together."

BOE Action Memorandum FY25 - #74
Consent Agenda

June 11, 2025

Included in the consent agenda:

1. Approval of Minutes:
 - a. May 14, 2025 Meeting Minutes
 - b. May 14, 2025 Closed Meeting Minutes

2. Approval of Expenditures

3. Approval of Hiring Personnel:
 - a. Angela Foley, Franzen/Peacock Differentiation Specialist, 1.0 FTE, effective 2025-2026 school year
 - b. Jeff Hirz, Peacock Teacher, 1.0 FTE, effective 2025-2026 school year
 - c. Gianna Rossi, Peacock Teacher, 1.0 FTE, effective 2025-2026 school year
 - d. Kelly Dolan, Peacock Teacher, Full Time Teacher, change from .5 FTE to 1.0 FTE, effective 2025-2026 school year
 - e. Allison Regier, Benson Teacher, 1.0 FTE, effective 2025-2026 school year
 - f. Nathan Cover, Peacock Teacher, 1.0 FTE, effective 2025-2026 school year
 - g. Kim Dewar, Peacock Teacher, 1.0 FTE, effective 2025-2026 school year
 - h. Lucia Rios, Benson Nurse, 1.0 FTE, effective 2025-2026 school year

4. Approval of Resignation
 - a. Ashley Hill, effective June 4, 2025
 - b. Katie Benjamin, effective June 4, 2025
 - c. Ashley Youmans, effective end of 2024-25 school year
 - d. December McCracken, effective June 5, 2025

The Superintendent recommends that the Board of Education approve the Consent Agenda

Ashley Hill

05.14.2025

Mr. Craig Benes

Itasca School District 10
200 N Maple St, Itasca
Itasca, IL, 60143

Dear Mr. Craig Benes,

I am writing to formally resign from my position as Math Teacher at Peacock Middle School, effective the end of day on the last day of the school year 6/4/2025.

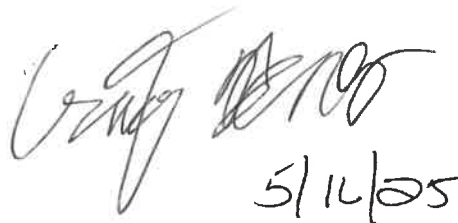
This decision was not easy, as I have greatly valued my time at Peacock Middle School. Working with such dedicated colleagues, enthusiastic students, and a supportive community has been a rewarding and meaningful experience. I'm especially grateful for the support and opportunities for growth that I've received here, especially through our Quantum Learning training. I will continue my commitment towards putting every learner first, every day. Itasca School District 10 was instrumental to my development as a new teacher. Thank you for all that was done to support me on my journey.

Please know that I am committed to ensuring a smooth transition and will do everything I can to support the school during this time. I plan on assisting with the implementation of Algebra for all in the next few weeks to set our learners up for success in the upcoming school year.

Thank you again for the opportunity to be a part of the wonderful school community of Itasca. I wish you and the district continued success.

Sincerely,

Ashley Hill



5/14/25

Dear Mr. Benes,

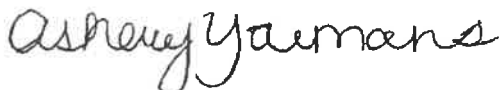
Please accept this letter as formal notification that I am resigning from my Math Specialist position at Itasca School District 10, effective at the end of the current 2024-2025 school year. This decision has been incredibly difficult for me, as I have had many wonderful opportunities during my time in Itasca.

I want to thank you for the opportunity to work in the district for the past six years. Teaching in the district has been both a great privilege and a valuable learning experience. I am grateful for the support and guidance provided by the district over the past six years. Throughout my time here, I have developed many meaningful connections with staff, parents, and students within the district and Itasca community. The leadership experiences you have instilled in me have been pivotal, and I am able to take all that I have learned and the experiences I have gained with me as I continue in my teaching career.


I am committed to supporting a smooth transition by making sure all responsibilities from the current school year are complete. I am also happy to assist the district and students in any way needed to ensure a smooth end to this year and a strong start to the next.

Thank you once again for helping make my time in Itasca so rewarding. I wish you and Itasca School District 10 all the success in the future.

Sincerely,



Ashley Youmans


6-2-25

June 2, 2025

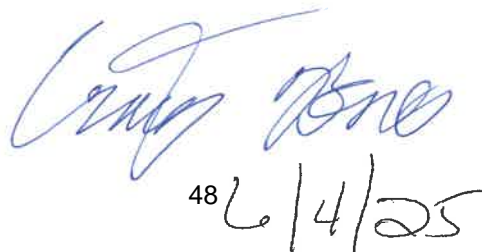
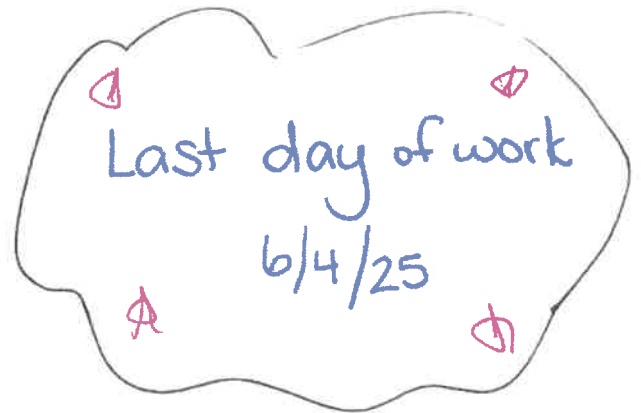
As I write my resignation letter my heart is full as I close a meaningful chapter in my life. Being part of such an amazing school and district has truly been a gift. I feel incredibly lucky to have taught at Raymond Benson Primary and to have built lasting friendships with such dedicated and supportive colleagues.

As I reflect on my three years in Itasca, I'm grateful for the many tools I've gained and the opportunity to work alongside one of the hardest-working teams I could have hoped for early in my teaching career. Itasca will always hold a special place in my heart, and the memories I've made here will be cherished forever.

Best,



Katie Benjamin
Second Grade Teacher
Raymond Benson Primary



48 6/4/25


Dear Jason Taylor ,

I am writing to formally resign from my position as a Speech-Language Pathologist at District Itasca 10, effective June, 5th 2025. It has been a pleasure to work with talented educators, students, and staff.

I appreciate the opportunities for professional and personal development that you have provided me during my tenure.

Thank you for your support and understanding.

Sincerely,
December McCracken



Craig Torres
6-6-25

BOE Action Memorandum FY25 - #75

Authorization to Hire Staff

June 11, 2025

Staffing within the school district is a dynamic and ongoing process. Unexpected resignations can occur, requiring timely action to ensure continuity of operations. Given that the Board of Education will not meet again until August, it is appropriate to authorize the Superintendent to hire staff for existing, Board-approved positions as needed during this period. This practice has been utilized in District 10 and is a common practice with school districts in Illinois.

The Superintendent recommends that the Board authorize the Superintendent of Itasca School District to hire staff as necessary into existing, approved positions for the 2025-2026 school year.

BOE Action Memorandum FY25 - #76

Approval of Hazardous Bus Areas

June 11, 2025

Each year the Board of Education is required to affirm hazardous bus areas. Students who live in these areas are entitled to free bussing even though they may live less than 1.5 miles from school. The hazardous areas were established and approved by the department of transportation. Resolution Certifying Hazardous Bus Areas: Be it resolved that the Board of Education certifies that four areas remain hazardous bus areas. These four areas were identified at (1) 10-95-1; (2) 10-95-2; (3) 10-95-3; and (4) 10-95-4 in serious Safety Hazard Finding Applications approved by the Illinois Department of Transportation.

The four designated hazardous bus areas are:

- Irving Park Road
- Bloomingdale/Nordic Road (north between Nordic Road and Irving Park Road) and west of Walnut Street for Raymond Benson Primary School
- Arlington Heights Road/Division Street (this includes all the area east of Arlington Heights Road and south of Division Street – but only east of Walnut Street). Division Street west of Walnut Street is not considered hazardous
- Rohlwing Road (includes all of Nordic Park)

The Superintendent recommends approval of the resolution certifying hazardous bus areas.

BOE Action Memorandum FY25 - #77

Authorization to Enter into a Service Agreement with Pekron Consulting for Asbestos Abatement Services

June 11, 2025

The administration requests Board of Education authorization to enter into an agreement with Pekron Consulting for asbestos abatement services. Services include: 1) reviewing architectural drawings, prior asbestos surveys and other pertinent documents, 2) collecting and analyzing bulk samples, 3) determining project scope, 4) developing a project design, 5) assisting with bidding and bid review and 6) presenting the board with a recommendation to award a contractor to perform abatement work. The cost of the contract is not to exceed \$20,000. Pekron has provided consultation services with recent capital improvements at a high level. This does not include the cost of subsequent abatement services if required.

The Superintendent recommends that the Board of Education enter into a service agreement with Pekron Consulting for asbestos abatement services in an amount not to exceed \$20,000.

BOE Action Memorandum FY25 - #78

**Authorization to Purchase Technology Software in an
Amount Not to Exceed \$47,000**

June 11, 2025

As part of the District's network security precautions a Barracuda Backup Server Application has been implemented for the past three years. Barracuda is an integrated hardware and software solution developed by Barracuda Networks for data backup, recovery, and disaster recovery. It's designed to protect business-critical data across on-premises, virtual, and cloud environments. This level of back-up is recommended by our insurance provider to help assure secure records retention. The current 3 year license is ending and needs to be renewed. A three year renewal through J4 Tech Solutions will cost \$46,186.13 in total.

The Superintendent recommends that the Board of Education Authorize the Purchase of Technology Software in an Amount Not to Exceed \$47,000.

BOE Action Memorandum FY25 - #79

Approval of 2025-2026 Non-Union Staff Salaries

June 11, 2025

For those employees whose salary is not determined through a collective bargaining agreement, salary increases are recommended by the Superintendent and Deputy Superintendent and reviewed by the Salary Committee. These employees operate on a continuing contract basis. Below are the recommended salary increases for the employees during the 2025-2026 school year.

Last Name	First Name	FTE	Position	2025-2026 Salary
Bryce	Amanda	1.0	Operations Administrative Assistant	\$64,000.00
Buske	Heather	1.0	Assistant Principal	\$99,275.00
Capone	Karen	1.0	Payroll/Human Resources	\$70,000.00
Kuta	Cindy	1.0	Business Service Coordinator	\$86,644.00
Mileto	Samantha	1.0	Assistant Principal	\$85,000.00
Palermo	Penny	1.0	Superintendent Administrative Assistant	\$84,000.00
Sard	Katie	1.0	Associate Principal	\$97,000.00
Stafford	Melissa	1.0	Principal	\$105,000.00
Taylor	Jason	1.0	Principal	\$139,000.00
Weeks	Heidi	1.0	Deputy Superintendent	\$182,326.00
Wit	Linda	1.0	Principal	\$133,719.00

The Superintendent recommends the approval of the fiscal-year 2025-2026 salaries for the non-union personnel listed above

BOE Action Memorandum FY25 - #80

**RESOLUTION FOR THE EXPENDITURE OF FUNDS
PRIOR TO ADOPTION OF FY2025 BUDGET**

June 11, 2025

WHEREAS, the Board of Education for Itasca School District 10 (“Board of Education”) is the governing board of Itasca School District 10, Itasca, Illinois;

WHEREAS, pursuant to Section 17-1 of the Illinois School Code (105 ILCS 5/10-22.8), the Board of Education is required to pass a budget by the end of the 1st quarter of the fiscal year, on or before September 30th of each year;

WHEREAS, pursuant to Section 4:60 of the Board Policy Manual for Itasca School District 10, adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed;

WHEREAS, also pursuant to Section 4:60, of the Board Policy Manual for Itasca School District 10, the Superintendent or designee shall manage the District’s purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable School Board policies;

WHEREAS, also pursuant to Section 4:60, of the Board Policy Manual for Itasca School District 10, the Superintendent or designee shall manage the execution of District contracts; and

WHEREAS, there are purchases required to be made and funds to be expended prior to the formal adoption of the annual budget for Fiscal Year 2024 so that the schools are ready for opening, personnel are paid and other services and supplies are purchased;

NOW THEREFORE, BE IT RESOLVED by the Board of Education for Itasca School District 10, DuPage County, Illinois as follows:

Section 1. The Board of Education hereby finds that all of the recitals contained in the preambles to this Resolution are true, correct, and complete and does hereby incorporate them into this Resolution by reference.

Section 2. This Resolution is in full force effective July 1, 2025.

Section 3. The Board of Education authorizes the School District's Superintendent or designee to purchase items or enter contracts on its behalf prior to adoption of the Fiscal Year 2026 annual budget.

ADOPTED this 11th day of June 2025, upon receiving a motion from Member _____, and a second of the motion by Member _____ followed by a roll call vote recorded as follows:

AYES:

NAYS:

ABSENT/ABSTAIN:

Board of Education
Itasca School District 10
County of DuPage
State of Illinois

President, Board of Education

ATTEST:

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

CERTIFICATION OF RESOLUTION AND MINUTES

I, the undersigned, do hereby certify that I am the duly qualified acting Secretary of the Board of Education of Itasca School District 10 (the “Board”), and that as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete copy of a resolution entitled:

**RESOLUTION FOR THE EXPENDITURE OF FUNDS
PRIOR TO ADOPTION OF FY2025 BUDGET**

as adopted by the Board at its meeting held on the 11th day of June, 2025.

I do further certify that the deliberations of the Board on the adoption of said resolution were conducted openly, that the vote on the adoption of said resolution was taken openly, that said meeting was held at a specified time and place convenient to the public, that notice of said meeting was duly given to all of the news media requesting such notice, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board in the conduct of said meeting and in the adoption of said resolution.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 11th day of June, 2025.

Secretary, Board of Education