

SCHOOL DISTRICT NO. 103
BOARD OF EDUCATION MEETING
February 24, 2026
6:00 PM

REGULAR MEETING CONSISTENT WITH THE REQUIREMENTS OF THE ILLINOIS REVISED STATUTES CHAPTER 102, PARAGRAPH 42.02 (OPEN MEETINGS ACT), NOTICES OF THIS MEETING HAVE BEEN POSTED. LOCATION OF THE MEETING IS CAFETERIA OF GEORGE WASHINGTON MIDDLE SCHOOL, 8101 OGDEN AVENUE, LYONS, ILLINOIS 60534, AT 6:00 PM.

A G E N D A

I. <u>Call to Order</u>	
II. <u>Pledge of Allegiance</u>	
III. <u>Roll Call</u>	
IV. <u>Reading of Communications</u>	
V. <u>Year-to-Date Financials</u>	<u>3</u>
VI. <u>Superintendent's Report</u>	
VII. <u>Return to Open Session</u>	
VIII. <u>Public Comment</u>	
IX. <u>Consent Agenda</u>	
A. Authorize Payment of Monthly Bills for February 2026	
1. Board Bills February 2026	6
2. Activity Accounts February 2026	73
B. Approval of Minutes	
1. Regular Minutes of January 27, 2026	79
2. Confidential Minutes of January 27, 2026	
C. Resolution No. 02.24.26 Authorizing and Approving Employment Actions	85
X. <u>Action Items</u>	
A. Approval of Resolution Authorizing Administrator Contracts for the 2026-2027 School Year	87
B. Principal Multi-Year Performance Contract Approval	154
C. Approval of Resolution Authorizing Raises for Non-Contracted Employees for the 2026-2027 School Year	159
D. Approval of Selection of Architect Firm and Authorization to Negotiate Contract	
E. Approval of Award of the FY2026 E-Rate Category Two (Internal Connections) to Quality Network Solutions (QNS)	161
F. Approval of Memorandum of Understanding between The Academy for Urban School Leadership (AUSL) and Lyons School District 103	163

XI. Adjournment

Lyons School District 103

Operating Statement For the Period 01/01/2026 through 01/31/2026

Fiscal Year: 2025-2026

	01/01/2026 - 01/31/2026	Year To Date
By Fund		
Fund 10 Revenues		
10 Ad Valorem (+)	\$1,985,764.82	\$8,575,912.47
10 Earnings on Investments (+)	\$43,552.54	\$43,552.54
10 Other Local Revenues (+)	\$0.00	\$6,098.72
10 Revenue from State Sources (+)	\$1,250,314.38	\$7,807,692.66
10 Revenue from Federal Sources (+)	\$83,379.00	\$1,363,407.95
Sub-total : Fund 10 Revenues	\$3,363,010.74	\$17,796,664.34
Fund 20 Revenues		
20 Ad Valorem (+)	\$270,207.42	\$1,165,974.91
Sub-total : Fund 20 Revenues	\$270,207.42	\$1,165,974.91
Fund 30 Revenues		
30 Ad Valorem Taxes (+)	\$95,484.74	\$410,057.30
30 Earnings on Investments (+)	\$1,278.89	\$1,278.89
Sub-total : Fund 30 Revenues	\$96,763.63	\$411,336.19
Fund 40 Revenues		
40 Ad Valorem Taxes (+)	\$13,976.43	\$60,255.23
40 Earnings on Investments (+)	\$1,486.88	\$1,486.88
40 Revenue from State Sources (+)	\$225,264.98	\$466,638.77
Sub-total : Fund 40 Revenues	\$240,728.29	\$528,380.88
Fund 50 Revenues		
50 Ad Valorem Taxes (+)	\$23,293.87	\$100,217.25
50 Payments in Lieu of Taxes (+)	\$0.00	\$240,000.00
Sub-total : Fund 50 Revenues	\$23,293.87	\$340,217.25
Fund 51 Revenues		
51 Ad Valorem Taxes (+)	\$23,293.87	\$100,330.35
51 Earnings on Investments (+)	\$4,027.60	\$4,027.60
Sub-total : Fund 51 Revenues	\$27,321.47	\$104,357.95
Fund 60 Revenues		
60 Payments in Lieu of Taxes (+)	\$516,443.19	\$1,850,800.29
Sub-total : Fund 60 Revenues	\$516,443.19	\$1,850,800.29
Fund 70 Revenues		
70 Ad Valorem Taxes (+)	\$16,305.39	\$70,466.29
70 Earnings on Investments (+)	\$4,372.20	\$4,372.20
Sub-total : Fund 70 Revenues	\$20,677.59	\$74,838.49
Fund 80 Revenues		
80 Ad Valorem Taxes (+)	\$37,269.76	\$160,752.96
80 Earnings on Investments (+)	\$160.83	\$160.83
Sub-total : Fund 80 Revenues	\$37,430.59	\$160,913.79

Lyons School District 103

Operating Statement For the Period 01/01/2026 through 01/31/2026

Fiscal Year: 2025-2026

	01/01/2026 - 01/31/2026	Year To Date
Fund 90 Revenues		
90 Ad Valorem Taxes (+)	\$2,329.50	\$10,797.00
90 Earnings on Investments (+)	\$3,724.06	\$3,724.06
Sub-total : Fund 90 Revenues	\$6,053.56	\$14,521.06
Total : By Fund	\$4,601,930.35	\$22,448,005.15
Expenses		
Fund 10 Expenses		
10 Instruction PreK-12 (-)	\$1,180,462.13	\$6,541,847.99
10 Instruction Special Education (-)	\$451,365.87	\$2,846,951.45
10 Instruction Interscholastic (-)	\$55,387.13	\$324,510.11
10 Instruction Summer School (-)	\$0.00	\$27,442.89
10 Instruction Bilingual (-)	\$158,785.17	\$921,559.44
10 Instruction Private Tuition (-)	\$72,538.41	\$492,369.74
10 Support Services-Pupils (-)	\$168,664.37	\$926,544.04
10 Support Services Instructional Staff (-)	\$119,646.82	\$744,942.89
10 Support Services General Administration (-)	\$102,019.90	\$856,749.72
10 Support Services School Administration (-)	\$168,029.44	\$1,026,459.98
10 Support Services Business (-)	\$161,737.82	\$971,829.06
10 Support Services Central (-)	\$117,551.94	\$815,938.50
10 Community Services (-)	\$35,896.85	\$261,430.91
10 Payments to Other District/Governmental Units (-)	\$610.60	\$135,591.78
Sub-total : Fund 10 Expenses	(\$2,792,696.45)	(\$16,894,168.50)
Fund 20 Expenses		
20 Support Services Business (-)	\$313,901.80	\$1,948,109.45
20 Support Services Central (-)	\$0.00	\$30,232.73
Sub-total : Fund 20 Expenses	(\$313,901.80)	(\$1,978,342.18)
Fund 30 Expenses		
30 Debt Service-Interest Short Term Debt (-)	\$0.00	\$850,000.00
30 Debt Service-Interest on Long Term Debt (-)	\$0.00	\$71,750.00
Sub-total : Fund 30 Expenses	\$0.00	(\$921,750.00)
Fund 40 Expenses		
40 Support Services Business (-)	\$138,334.61	\$1,118,665.87
Sub-total : Fund 40 Expenses	(\$138,334.61)	(\$1,118,665.87)
Fund 50 Expenses		
50 Instruction PreK-12 (-)	\$397.91	\$1,049.13
50 Instruction Special Education (-)	\$6,878.87	\$37,113.46

Lyons School District 103

Operating Statement For the Period 01/01/2026 through 01/31/2026

Fiscal Year: 2025-2026

	01/01/2026 - 01/31/2026	Year To Date
50 Instruction Interscholastic (-)	\$149.37	\$550.63
50 Instruction Summer School (-)	\$0.00	\$271.64
50 Instruction Bilingual (-)	\$10.92	\$10.92
50 Support Services-Pupils (-)	\$1,810.83	\$9,991.04
50 Support Services Instructional Staff (-)	\$82.29	\$365.12
50 Support Services General Administration (-)	\$1,383.60	\$9,580.61
50 Support Services School Administration (-)	\$2,309.55	\$13,910.75
50 Support Services Business (-)	\$13,475.14	\$90,606.87
50 Support Services Central (-)	\$1,821.91	\$11,876.70
50 Community Services (-)	\$1,913.13	\$13,990.27
Sub-total : Fund 50 Expenses	(\$30,233.52)	(\$189,317.14)
Fund 51 Expenses		
51 Instruction PreK-12 (-)	\$10,300.13	\$60,192.06
51 Instruction Special Education (-)	\$9,450.65	\$53,500.41
51 Instruction Interscholastic (-)	\$602.59	\$3,772.93
51 Instruction Summer School (-)	\$0.00	\$609.35
51 Instruction Bilingual (-)	\$1,594.97	\$8,652.63
51 Support Services-Pupils (-)	\$3,737.66	\$18,619.58
51 Support Services Instructional Staff (-)	\$898.09	\$5,463.29
51 Support Services General Administration (-)	\$1,951.66	\$13,699.95
51 Support Services School Administration (-)	\$3,555.02	\$21,793.58
51 Support Services Business (-)	\$13,159.71	\$91,811.24
51 Support Services Central (-)	\$1,276.35	\$8,880.21
51 Community Services (-)	\$2,001.78	\$15,036.34
Sub-total : Fund 51 Expenses	(\$48,528.61)	(\$302,031.57)
Fund 60 Expenses		
60 Support Services Business (-)	\$0.00	\$2,972,082.70
Sub-total : Fund 60 Expenses	\$0.00	(\$2,972,082.70)
Fund 80 Expenses		
80 Support Services General Administration (-)	\$8,000.00	\$380,070.08
Sub-total : Fund 80 Expenses	(\$8,000.00)	(\$380,070.08)
Total : Expenses	(\$3,331,694.99)	(\$24,756,428.04)
Net Change	\$1,270,235.36	(\$2,308,422.89)
End of Report		

LYONS SCHOOL DISTRICT 103 VOUCHER

Voucher No: 1180

Voucher Date: 02/24/2026

Prepared By:

Printed: 02/19/2026 12:57:30 PM

LYONS SCHOOL DISTRICT 103 is hereby authorized to draw warrants against LYONS SCHOOL DISTRICT 103 funds for the sum of \$1,530,989.97 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.



LYONS SCHOOL DISTRICT 103

Fund		Amount
10	EDUCATION	\$1,128,769.76
20	OPERATIONS & MAINTENANCE	\$115,537.96
40	TRANSPORTATION	\$215,349.75
60	CAPITAL PROJECTS	\$63,332.50
80	TORT	\$8,000.00
		\$1,530,989.97

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
34Ed LLC						
Check Group:						
Visitor Management Label Printer Lyons SD 103 (IL)-2 VM Printers		2	260190	INV7879 1/28/2026	10.5.1110.4100.600.0000	\$120.00
Shipping and Handling		1	260190	INV7879 1/28/2026	10.5.1110.4100.600.0000	\$30.00
Check #: 0						
PO/InvoiceTotal:						\$150.00
Vendor Total:						\$150.00
ADA SPORTS AND RACKETS, LLC 844541						
Check Group:						
ADA Kid Super Squish Ball #700 7 inch, Multi-Color (by the dozen)		2	260379	K13598 1/13/2026	10.5.1111.4130.500.0000	\$520.80
ADA Kid Super Squish Ball #825, 8.25 inch, Multi-Color (by the dozen)		2	260379	K13598 1/13/2026	10.5.1111.4130.500.0000	\$528.00
Check #: 0						
PO/InvoiceTotal:						\$1,048.80
Vendor Total:						\$1,048.80
Allen SCHURE 844478						
Check Group:						
AS - LTESAC Conference Girls Volleyball		1	0	AS 2/18/2026	10.5.1501.3190.500.0105	\$70.00
Check #: 0						
PO/InvoiceTotal:						\$70.00
Vendor Total:						\$70.00
AMAZON CAPITAL SERVICES 845305						
Check Group:						

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Temp Stick Remote WiFi Temperature & Humidity Sensor, Data Logger. No Subscription. 24/7 Monitor, Unlimited Text, App & Email Alerts. Made in America. Use with Alexa, IFTTT. Monitor Anywhere, Anytime		1	260314	V374081 2/2/2026	10.5.1120.4100.500.0000	\$149.00
Fox 40 Classic CMG w/Breakaway Lanyard 3 Pack (Black) Pealess, 100dB, Coaching, Lifeguarding, Dog Training Whistle		2	260314	V374081 2/2/2026	10.5.1111.4130.500.0000	\$45.98
Fox 40 Classic CMG w/Breakaway Lanyard 3 Pack (White)		2	260314	V374081 2/2/2026	10.5.1111.4130.500.0000	\$45.98
MaxLax USB Charger Station,30-Port 150W/30A Multiple USB Charging Station,Multi Ports Charger for Smartphones,Tablets,and Other Devices		1	260314	V374081 2/2/2026	10.5.1111.4130.500.0000	\$37.99
Check #: 0						
PO/InvoiceTotal:						\$278.95
Check Group:						
BAZIC Products 8 Pockets Poly Folder Portfolio, Letter Size Plastic Folders Holder for Office Documents Paper Organizer, Assorted Color, 6-Pack		2	260357	1L7F-GMC3-CMM N 2/1/2026	10.5.1120.4100.500.0000	\$31.98
Check #: 0						
PO/InvoiceTotal:						\$31.98
Check Group:						
Sensory Compression Vest for Kids Sensory Processing Disorder Vest Deep Pressure Comfort for Autism, Hyperactivity, Mood Processing Disorders, Breathable, Form-Fitting, Kids (Small, Black)		1	260366	1LYR-HLKQ-Y6F W 2/1/2026	10.5.1205.4100.000.0000	\$45.17
CAREGY 300 Pack Laminating Sheets, Holds 8.5 x 11 Inch Sheets,5 Mil Thermal Laminating Pouches,9 x 11.5 Inches Lamination Sheet Paper for Laminator, Clear, Letter Size, Office and School Supplies		1	260366	1LYR-HLKQ-Y6F W 2/1/2026	10.5.1205.4100.000.0000	\$37.95
Check #: 0						

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
PO/InvoiceTotal:						\$83.12
Check Group:						
Dessie 120 Unique Happy Birthday Card Assortment 4x6 - Bulk Birthday Cards with Envelopes, Message Inside, Box & Gold Seals – Assorted Birthday Cards Multipack for Employees Men Women		2	260373	1WFP-4N13-1R9 T 2/1/2026	10.5.2642.4100.000.0000	\$57.58
Check #: 0						
PO/InvoiceTotal:						\$57.58
Check Group:						
Event Bag - Large Clear Stadium Cooler		2	260377	1XG4-D1FK-9FT6 2/1/2026	10.5.2320.4100.000.0000	\$61.45
Check #: 0						
PO/InvoiceTotal:						\$61.45
Check Group:						
Pigboy (Orca Currents)		3	260378	1PLH-NM3Y-9FC N 2/1/2026	10.5.1205.4100.000.0000	\$39.84
Check #: 0						
PO/InvoiceTotal:						\$39.84
Check Group:						
2026 Calendar Desk Calendars 2026-2027 Wall Calendar from January 2026 to June 2027, 18 Months 17"x12" Thick Paper for Office School Home		5	260382	1VLM-W37L-6393 2/1/2026	10.5.1120.4100.500.0000	\$44.95
Check #: 0						
PO/InvoiceTotal:						\$44.95
Check Group:						
Special Supplies Sensory Compression Vest Deep Pressure Comfort for Autism, Hyperactivity, Mood Processing Disorders, Breathable, Form-Fitting, Kids and Adults (Medium (Pack of 1), Black)		1	260383	14Q1-3TKY-4YN7 2/1/2026	10.5.1205.4100.400.0000	\$37.99

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
3Pcs Skin Picking Fidget Toys, Picking Pad, DIY Bracelet, Stocking Stuffers, Cute Stuff, Fidget Toys Adults, Preppy Stuff, Christmas, Halloween, Party Favors, School Supplies (6CM/2.93IN)		1	260383	14Q1-3TKY-4YN7 2/1/2026	10.5.1205.4100.000.0000	\$7.21
SPVISE Black Long Sleeve Compression Shirt Women Dry Fit Workout Tops Yoga Gym Athletic Running T-Shirts Crewneck Basic Top		1	260383	14Q1-3TKY-4YN7 2/1/2026	10.5.1205.4100.000.0000	\$14.97
Check #: 0						
PO/InvoiceTotal:						\$60.17
Check Group:						
Scotch Magic Tape, Invisible, Repair Christmas Cards and Use as Holiday Gift Wrap Supplies for Christmas, 24 Tape Rolls		2	260385	1H9H-1QYY-3H6 2/1/2026	10.5.1110.4100.600.0000	\$60.23
Amazon Basics 20-Pack AA Alkaline High-Performance Batteries, 1.5 Volt, 10-Year Shelf Life		2	260385	1H9H-1QYY-3H6 2/1/2026	10.5.1110.4100.600.0000	\$19.98
Amazon Basics AAA Alkaline High-Performance Batteries, 1.5 Volt, 10-Year Shelf Life, 20 count (Pack of 1)		2	260385	1H9H-1QYY-3H6 2/1/2026	10.5.1110.4100.600.0000	\$17.52
Vplus 100% Compostable Oval Paper Plates 12 inch 125 Pack Super Strong Disposable Paper Plates Bagasse Natural Biodegradable Eco-Friendly Sugarcane for BBQ, Party, Dinner, and Picnic		1	260385	1H9H-1QYY-3H6 2/1/2026	10.5.1110.4100.600.0000	\$38.49
Deegtran 100 Pack No Bleed Black Barrel Click Pens, Wholesale Retractable Ballpoint, Medium Point, Smooth Ink, 1.0MM Black Ink		1	260385	1H9H-1QYY-3H6 2/1/2026	10.5.1110.4100.600.0000	\$26.98
coruscant Highlighter - 36 pack color highlighter, color transparent visible fluorescent pen shell, wide chisel point mark, fluorescent pen, school, office		1	260385	1H9H-1QYY-3H6 2/1/2026	10.5.1110.4100.600.0000	\$9.89
HAIDIBAO-Rubber Bands Assorted Sizes Beige Elastic Bands for Office supplies 0.5lbs size10,size#16,size 33,Size(4-4/5" x 1/8") rubber band		1	260385	1H9H-1QYY-3H6 2/1/2026	10.5.1110.4100.600.0000	\$8.50

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check #: 0						
PO/InvoiceTotal:						\$181.59
Check Group:						
Smead Standard File Folders, 100 Count, Green, 1/3-Cut Tabs, Letter Size (12143)		1	260386	1Y4H-MJP7-WCF L 2/1/2026	10.5.1801.4100.000.4909	\$19.45
Scotch Heavy Duty Shipping Packing Tape, Clear, Shipping and Packaging Supplies, 1.88 in. x 54.6 yd., 6 Tape Rolls		1	260386	1Y4H-MJP7-WCF L 2/1/2026	10.5.1801.4100.000.4909	\$16.20
Cyber Acoustics USB-A Stereo Headset (AC-4006-20) - Durable, Crisp, and Clear Communication in K-12 Classrooms or Home, Made with 60 Percent Recycled Plastic - 20 Pack		1	260386	1Y4H-MJP7-WCF L 2/1/2026	10.5.1801.4100.000.4909	\$323.20
Bulk Starlight Peppermints Candy - 5 Pound Individually Wrapped Christmas Peppermint Hard Candy Mint Discs For Holiday Parties, Candy Bowls & Treats - Approx. 360 Candies		5	260386	1Y4H-MJP7-WCF L 2/1/2026	10.5.1801.4100.000.4909	\$99.95
Check #: 0						
PO/InvoiceTotal:						\$458.80
Check Group:						
Cute Parent Liaison T-Shirt		1	260387	14TY-3R3G-677D 2/1/2026	10.5.3000.3000.000.4909	\$14.99
Cute Parent Liaison T-Shirt		1	260387	14TY-3R3G-677D 2/1/2026	10.5.3000.3000.000.4909	\$14.99
Cute Parent Liaison T-Shirt		1	260387	14TY-3R3G-677D 2/1/2026	10.5.3000.3000.000.4909	\$14.99
Cute Parent Liaison T-Shirt		1	260387	14TY-3R3G-677D 2/1/2026	10.5.3000.3000.000.4909	\$14.99
Cute Parent Liaison T-Shirt		1	260387	14TY-3R3G-677D 2/1/2026	10.5.3000.3000.000.4909	\$14.99

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Cute Parent Liaison T-Shirt		1	260387	14TY-3R3G-677D 2/1/2026	10.5.3000.3000.000.4909	\$14.99
Check #: 0						
PO/InvoiceTotal:						\$89.94
Check Group:						
Duracell 2032 Lithium Battery, 4 Count (Pack of 1), Compatible with AirTag, Child Safety Features, Key Fob, CR2032 3V Cell		2	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$9.58
Crayola Model Magic Modeling Compound, 8 oz, White, 6 lbs.		2	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$106.88
Vakly Headrest Exam Table Paper - 8'x225' [2 Pack] Disposable White Smooth Medical Barrier Cover Roll – 8 inch Paper Rolls for Spas, Daycares, Doctors, Chiropractors, Examination, Massage Tables		2	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$18.80
Amazon Elements Baby Wipes, Unscented, 810 Count, Flip-Top Packs		2	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$30.58
Simply Soft Premium Cotton Balls (600 Count), 100% Pure Cotton, Large Cotton Balls for Face and Nail Polish Remover		1	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$14.34
50 Pcs Flat Paint Brushes for Touch Up, Anezus Small Paint Brushes for Classroom Craft Brushes for Acrylic Watercolor Face Painting		1	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$6.58
Rarlan Washable Markers Bulk, Markers for Kids, Bulk pack, 8 Colors, 160 Count		2	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$56.98
Bedwina Pencil Sharpeners in Bulk - 144 Pack Pocket Sized Mini Handheld Colored Pencil Sharpener Manual for Kids, Plastic and Colorful for Party Favors, Goodie Bags, Classroom Prizes, School Supplies		1	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$11.39

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Ferraycle 500 Pieces Mini Brads Fasteners Brass Paper Fasteners Metal Round Pastel Brads for Scrapbooking Crafts DIY Projects 0.5 Inch, 0.7 Inch, 1 Inch(Gold)		1	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$8.99
Hygloss Black Foam Trays 9 x 11-Inch - Pack of 25 - Versatile Trays for Crafts & Food - Ideal Foam Tray for Food, Meat, Craft Projects - Durable Tray - Disposable & Reusable		1	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$15.99
Amazon Basics Cardstock Paper, 8.5" x 11", 65 lb/176 gsm, 96 Bright, White, 250 Sheets		3	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$34.74
36 Pack Watercolor Paint Set Bulk, 8 Colors Washable WaterColor Paint for Kids, Water Color Paint with Brushes, Ideal Valentine Party Favors, Art Supplies for School Classroom Home		1	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$28.99
PATIKIL 12 Pcs Tempera Cakes, 2.3"x0.7" Washable Tempera Paint Cakes Blocks Bulk Large Art Supplies Watercolor for Artists Art Painting Drawing DIY Crafting, Purple		1	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$19.98
PATIKIL 12 Pcs Tempera Cakes, 2.3"x0.7" Washable Tempera Paint Cakes Blocks Bulk Large Art Supplies Watercolor for Artists Art Painting Drawing DIY Crafting, Lake Blue		2	260393	1NFN-L64J-TY4J 2/1/2026	10.5.1110.4100.300.0000	\$38.76
Check #: 0						
PO/InvoiceTotal:						\$402.58
Check Group:						
Red Devil 0425 Pre-Mixed Tile Grout Squeeze Tube, 5.5 oz., White		2	260394	1XTK-N3XF-X71 G 2/1/2026	10.5.1110.4100.300.0002	\$9.98
White Powdered (Sanded) Grout - 2 LBS		1	260394	1XTK-N3XF-X71 G 2/1/2026	10.5.1110.4100.300.0002	\$14.88
Q-tips Cotton Swabs For Hygiene and Beauty Care Original Cotton Swab Made With 100% Cotton 625 Count		1	260394	1XTK-N3XF-X71 G 2/1/2026	10.5.1110.4100.300.0002	\$4.39

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Lanyani 1050 Pieces Mixed Shapes Glass Mosaic Tiles for Crafts, Colorful Stained Glass Pieces for Mosaic Projects		1	260394	1XTK-N3XF-X71 G 2/1/2026	10.5.1110.4100.300.0002	\$19.96
SWIFTLITE Disposable Vinyl Gloves, Food Safe, Latex-Free Powder-Free Clear Plastic Gloves for Cooking, House Clean, Food Prep (100, Large)		1	260394	1XTK-N3XF-X71 G 2/1/2026	10.5.1110.4100.300.0002	\$6.99
Check #: 0						
PO/InvoiceTotal:						\$56.20
Check Group:						
Dubble Bubble Tub, Original Flavor, 380-Count, 60.3 Oz(3.7 lb)		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$27.47
JOLLY RANCHER Assorted Fruit Flavored Hard Candy Bulk Bag, 5 lb		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$14.56
Dum Dums Original Mix 400 ct. Bag - All-Time Classic Flavors, Assorted Suckers in Bulk Candy Bag - Individually Wrapped Lollipops for Any Occasion		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$28.95
Frito-Lay Fun Times Mix Variety Pack, (Pack of 40)		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$15.67
Haawooky 35 Pieces Flexible Soft Pencil Magic Bend Pencils for Kids Children School Fun Equipment		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$5.99
Frito-Lay Flamin' Hot Mix, Variety Pack (Pack of 40), Packaging May Vary		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$22.43
12PACK 3D Printed Dragon Eggs with Dragon Inside Easter Basket Stuffers, Mini Mystery Crystal Dragon Easter Toys		2	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$31.98
Ring Pop Candy, Valentine's Lollipops, 20 Ct Party Favors in Assorted Fruity Flavors - Full Size, Fun Hard Candy For Birthday Parties, Valentine's Gifts, Goodie Bags, Party Favors		2	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$13.98

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Marspark 20 Pcs Stackable Crayons Stacking Buildable Crayons Colorful Stackable Pencils Party Favors DIY Rainbow Pencil for School Office Birthday Party, 12 Colors(Vivid Color,Flat)		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$11.99
Galagee Reusable Squishy Pencil Grips for Kids Handwriting - Perfect Colorful Cushioned Pencil Holder Writing Aid Grip Trainer,Universal Ergonomic Writing Aid For Righties And Lefties (10 Pcs)		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$9.88
Outus 120 Pieces Color Changing Mood Pencil 2b Changing Pencil Assorted Color Thermochromic Pencils with Eraser for Birthday Gift		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$23.99
Jerify 120 Pcs Star Stress Balls with Quotes Motivational Stress Relief Ball Inspirational Star Stress Toy Bulk Gifts for Coworkers Kids Adults Stress Anger Fidget Relief Hand Exercise(Bright Colors)		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$33.99
Zddaoole 60 Pcs Cute Pencil Topper Decoration, Different Pencil Clip Designs, Suitable for School Prize, Classroom Reward, Gift Idea		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$7.99
20 Pack Colorful Mini Stress Balls Set, Squishy Balls Fidget for Adult, Squeeze Balls Bulk, Birthday Gifts Party Favors Goodie Bags Stuffer Anxiety Stress Relief		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$13.99
GOLDGE 40Pcs 4-in-1 Rainbow Pencils Party Favors (NOT pre-sharpened)- Colored Pencils for Kids, End-of-Year Student Gifts from Teachers, Goodie Bag Stuffers for Birthdays, Classrooms		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$8.99
WQTHE 30 Pack Rubber Duck for Jeeps Ducking - 2.3 Inch Bulk Floater Duck for Kids - Baby Bath Toy Assortment - Party Favors, Birthdays, Bath Time, and More (30 Varieties)		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$13.49
HNSYYF Multicolor Pen in One - Cute Pens for Kids - 60-Pack Multicolor Pens, Perfect for Birthdays and Children's Parties - Delightful Multi Color Pen Gifts		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$23.99

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Leinuosen 60 Pcs Scented Pencils Bulk for Kids Inspirational Cute Fun Wood Smelly Pencils with Erasers Fruit Elements for School Classroom Office Students		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$11.99
YZXODN 30 Pack Stretchy Strings Fidget Toys, Sensory Toys Bulk for Kids and Adults Stress Relief, Anti-Anxiety Autism Toys, Perfect for Valentine's Day Classroom Exchange, Birthday Gifts, Party Favors		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$8.99
Takis 18 pc / 1 oz Variety Pack, Assorted Flavored Mixed Rolled Tortilla Chips – (5) Fuego, (5) Blue Heat, (4) Nitro, (4) Crunchy Fajitas		2	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$19.94
360PCS Scratch and Sniff Stickers, Large Scented Stickers for Kids & Teachers Single, Smelly Incentive Motivational Prize, Christmas Gift Bigger Reward for Student Classroom Must Haves School Supplies		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$13.99
Mini Glow In The Dark Animal Resin Models, Resin Animals Mystery Bags, Individually Wrapped Blind Bags Tiny Animal Figurines, Collectible Mini Animals For Fairy Garden, DIY Crafts (100, animals)		1	260396	11CT-L63C-Y7RJ 2/1/2026	10.5.1110.4100.600.0000	\$12.99
Check #: 0						
PO/InvoiceTotal:						\$377.23
Check Group:						
Sesame Street - The Monster at the End of This Sound Book with Grover - PI Kids (Play-A-Sound)		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$18.99
Sesame Street with Elmo and Grover - Another Monster at the End of This Sound Book - Read Along Book Voiced by Elmo and Grover - PI Kids		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$9.26
Learn to Read: Sight Words Storybook: 25 Simple Stories & Activities for Beginner Readers		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$7.59

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
YoYa Toys Pull, Stretch and Squeeze Stress Balls - 3 Balls, Elastic Sensory Balls for Stress and Anxiety Relief, Autism and Special Needs Toys, Calming Fidgets for Kids and Adults, Ideal for Classroom		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$13.99
Special Supplies Egg Pen-Pencil Grips for Kids and Adults Colorful, Cushioned Holders for Handwriting, Drawing, Coloring - Ergonomic Right or Left-Handed Use - Reusable (12-Pack)		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$11.33
Triadic Set of 2 Loop Scissors for Kids Right or Left Handed for Preschools, Schools, Classrooms, Adaptive and Special Needs Children		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$12.89
Secura 60-Minute Visual Countdown Timer, 7.5-Inch Oversize Classroom Visual Timer for Kids and Adults, Durable Mechanical Kitchen Timer Clock with Magnetic Backing (Blue)		3	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$46.47
Fun & Function Mounted Table Top Scissors - Adaptive for Kids, Special Needs with Plastic Base - Safety for Classroom - Adapted - Special Needs Essentials		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$35.27
Digital Countdown Kitchen Timer - AIMILAR AY4052-2 Magnetic Count Up Down Cooking Timer with Magnet Back Loud Alarm Directly Input Hours Minutes and Seconds (2 Pack)		2	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$37.00
HARAC Tabletop Mounted Adaptive Scissors - Safe Scissors for Special Needs and Injured Hands - Spring Loaded Ambidextrous Handle, Non-Stick Blade, Made in Japan, Blue		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$22.80
Sensory Fidget Toys for Kids Adults - 4 Pack Stretchy Fidget Bracelet Texture & Calming Autism Sensory Toys for Special Needs Autistic Children Calm Down Toy for Toddler Girls Boys		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$7.98

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
QuTZ Phonics Learning Toy for Preschool Kids – Talking Flash Cards with Sound Machine, Word Blending & Math Games – Educational Reading & Counting Activity Set 4-8		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$34.99
Flexible Sensory Fidget Sticks for Kids,6PCS Sensory Fidget Toys for Stress Anxiety Autistic ADHD,Calm Down Travel Airplane Essentials Toys,Stuffers Gifts for Teens Boys Girls		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$9.99
Montessori Sight Words Workbook: Learn to Trace, Write, and Read with 101 High-Frequency Words. Montessori-Inspired Worksheets, Games & Activities for Preschool and Kindergarten Ages 4-6		1	260397	1W6D-39MN-3VL H 2/1/2026	10.5.1205.4100.000.0000	\$12.90
Check #: 0						
PO/InvoiceTotal:						\$281.45
Check Group:						
CanDo Theraputty Plus Hand Exercise Putty for Rehabilitation, Exercises, Hand Therapy, Hand Strengthening, Stress Relief - Yellow 4 oz X-Soft		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$5.52
CanDo Theraputty Plus Hand Exercise Putty for Rehabilitation, Exercises, Hand Therapy, Hand Strengthening, Stress Relief - Red 4 oz Soft		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$7.20
Froogly - 25 Piece Suction Toys Montessori Bath Construction Building Set Silicone Preschool Daycare Shower Travel for Kids Toddlers Boys Girls Ages 3 4 5 6 Year Old		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$21.80
SANHO Sensory Sock Body Sock,Medium,Perfect for Children with Sensory Processing Disorder,Updated Version,Bright Blue		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$25.63
Special Supplies Sensory Compression Vest Deep Pressure Comfort (Blue, X-Small)		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$32.12

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Toddlers Suction Cup Bath Toys: 12 Pcs Sensory Suction Bath Toys for Toddler, Kids Suction Fidget Toys Suction Cup Toys for Windows Travel		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$9.45
1 Inch x 82 Feet White Hook Loop Strips with Adhesive Heavy Duty, Multi-Purpose Double Sided Hook Loop Rolls, Picture Hanging Strips, Bulk Sticky Straps Wall Hanging Strips		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$20.99
100 Sheets Ruled Writing Paper, Double-Sided Printing Skip-A-Line Ruled Writing Paper with Dotted Lines 1" Line Spacing Handwriting Practice Paper for Kindergarten Toddlers Kids (8" x 10.6")		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$8.99
Task Timer, Timer for Kids, Visual Schedule for Kids with Autism, Visual Schedule for Kids, Time Management Tools, Autism Increase Self-Regulation, Silence Timer for Classroom Home		1	260398	1LHN-CQPT-6R3 L 2/1/2026	10.5.1205.4100.000.0000	\$19.99
Check #: 0						
PO/InvoiceTotal:						\$151.69
Check Group:						
WIPESPLUS Probe Wipes, Thermometer Wipes, Meat Probe Wipe with Individual Satchets for Home and Business, 1000 Count, 10 Packs of 100, White		2	260399	177N-GMPG-6W Q9 2/1/2026	10.5.1120.4100.500.0000	\$56.82
12 Pack Acrylic Sign Holder 8.5 x 11, Double-Sided Clear Sign Holder Plastic Stands for Display, T Shape Acrylic Table Sign Stands for Office Store Restaurants Wedding Party Decoration		2	260399	177N-GMPG-6W Q9 2/1/2026	10.5.1120.4100.500.0000	\$59.54
Happy Jump Soccer Goal Pop Up Foldable Soccer Net for Backyard 7'x5', 2 Set		1	260399	177N-GMPG-6W Q9 2/1/2026	10.5.1111.4130.500.0000	\$69.49
Check #: 0						
PO/InvoiceTotal:						\$185.85
Check Group:						

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Carson Dellosa 13" x 12" Judy Clock, Learn to Tell Time with Color Coded Clock Hands, Analog Time Telling for Kids, Hands-On Learning Education Classroom and Homeschool Supplies		1	260405	1PLH-NM3Y-9NY W 2/1/2026	10.5.1110.4100.600.0000	\$29.26
Check #: 0						
PO/InvoiceTotal:						\$29.26
Check Group:						
EXPO Low Odor Dry Erase Markers Chisel Tip Assorted Fashion Colors 36 Count for Classroom Office & Home Use		1	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$20.98
Scotch Masking Tape, 3 Rolls, 0.70 in x 54.6 yd, Great for Everyday Use, Strong Adhesive, Tan Masking Tape (3436-3)		1	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$7.46
EXPO Dry Erase Markers, Low Odor Ink, Assorted Colors, Chisel Tip, 36 Count		1	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$28.96
Amazon Basics Dry-Erase Whiteboard Eraser, for School, Office, Home, and Classroom, Black, 4-Pack,		1	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$7.08
Madisi Wood-Cased #2 HB Pencils, Yellow, Pre-sharpened, Bulk Pack, 1000 pencils		1	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$61.74
Amazon Basics Desktop Stapler with 1000 Staples, Office Stapler, Lightweight, Easy to Use, 25 Sheet Capacity, Non-Slip, Black, 3 Pack		2	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$7.62
BIC Round Stic Xtra Life Assorted Ink Ballpoint Pens, Medium Point (1.0mm), 60-Count Pack of Bulk Pens, Flexible Round Barrel for Comfortable Writing, No. 1 Selling Ballpoint Pens		1	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$5.73
X-ACTO Pencil Sharpener, School Pro Electric Pencil Sharpener, With Six Size Dial, XL Shavings Bin, Black, 1 Count - Heavy Duty, Teacher and School Supplies		5	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$119.95

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
EXPO Dry Erase Markers, Low Odor Ink, Black, Chisel Tip, 40 Count - Whiteboard, Calendar, Organization, Essential Supplies for Office, School, Classroom, Teachers		1	260406	1NFN-L64J-RGM 4 2/1/2026	10.5.1120.4100.500.0000	\$23.80
Check #: 0						
PO/InvoiceTotal:						\$283.32
Check Group:						
Constructive Playthings Alphabet Bean Bag Set for All Ages, 26 Vinyl Bean Bags with Uppercase and Lowercase Letters, Learning Toy for Letter Recognition		1	260407	1PJ4-Q4CC-YJD3 2/1/2026	10.5.1110.4100.300.0000	\$28.23
Check #: 0						
PO/InvoiceTotal:						\$28.23
Check Group:						
Sterilite 12 Pack 15-Quart & 6 Pack 25-Quart Storage Bins, Stackable Clear Plastic Totes w/ Latch Lids		3	260412	1JNL-VWG7-6NL 9 2/1/2026	10.5.1110.4100.600.0000	\$298.14
Check #: 0						
PO/InvoiceTotal:						\$298.14
Vendor Total:						\$3,482.32
Bahena, Lauren F						
Check Group:						
LB - Mileage Reimbursement		1	0	LB 12126 1/21/2026	10.5.2330.3320.000.0000	\$21.03
Check #: 0						
PO/InvoiceTotal:						\$21.03
Vendor Total:						\$21.03
BALLARD & TIGHE, Publishers						
Check Group:						
Test Set: Pre-IPT Oral Spanish, 6th Ed. Ages 3-5 (Test Set-Test Set with Test Booklets		1	260395	304561 1/20/2026	10.5.1274.4100.000.3705	\$525.00

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Shipping & Handling		1	260395	304561 1/20/2026	10.5.1274.4100.000.3705	\$52.50
				Check #: 0		
					PO/InvoiceTotal:	\$577.50
					Vendor Total:	\$577.50
BLUE CROSS BLUE SHIELD OF IL						
Check Group:						
Period 1.1.26 - 1.31.26		1	0	210864737535 1/31/2026	10.2.0481.0000.000.9944	\$426,458.33
				Check #: 0		
					PO/InvoiceTotal:	\$426,458.33
					Vendor Total:	\$426,458.33
BMO HARRIS COMMERCIAL CARD	845187					
Check Group:						
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.2642.4100.000.0000	\$900.00
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.2320.4100.000.0000	\$83.40
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.2210.3140.000.4932	\$89.38
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.2210.3100.000.4909	\$1,790.00
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.3000.3000.000.4909	\$460.00
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.1201.3140.000.0000	\$80.00
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.2300.3100.000.3706	\$100.00
Statement dated 2.5.26		1	0	1793 2526 2/5/2026	10.5.2210.3140.000.4932	\$81.44

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Statement dated 2.5.26		1 0		1793 2526 2/5/2026	10.5.2210.3140.000.4932	\$1,030.00
Statement dated 2.5.26		1 0		1793 2526 2/5/2026	10.5.2320.4100.000.0000	\$63.62
Statement dated 2.5.26		1 0		1793 2526 2/5/2026	10.5.3000.3000.000.4909	\$36.05
Check #: 0						
PO/InvoiceTotal:						\$4,713.89
Vendor Total:						\$4,713.89
BOB & JOHN'S MOBIL	800027					
Check Group:						
December 2025 Services		1 0		0127757 12/9/2025	20.5.2540.4640.000.0000	\$87.01
January 2026 Services		1 0		0127774 1/26/2026	20.5.2540.4640.000.0000	\$58.21
January 2026 Services		1 0		0127775 1/26/2026	20.5.2540.4640.000.0000	\$50.03
January 2026 Services		1 0		0127777 1/30/2026	20.5.2540.4640.000.0000	\$62.25
Check #: 0						
PO/InvoiceTotal:						\$257.50
Vendor Total:						\$257.50
BRITTEN SCHOOL	802831					
Check Group:						
CG - January 2026 Tuition		1 0		16797 1/30/2026	10.5.1912.6700.300.0000	\$5,320.95
Check #: 0						
PO/InvoiceTotal:						\$5,320.95
Vendor Total:						\$5,320.95

Budde, Brittany

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check Group:						
BB - Tuition Reimbursement - 603 Instructional Leadership		1 0		BB 603 12/16/2025	10.5.1110.2300.000.0000	\$900.00
BB - Tuition Reimbursement - 663 School Law		1 0		BB 663 12/16/2025	10.5.1110.2300.000.0000	\$900.00
					Check #: 0	
					PO/InvoiceTotal:	\$1,800.00
					Vendor Total:	\$1,800.00
Burmeister, Sara						
Check Group:						
SB - Stamps Reimbursement		1 0		SB 21226 2/12/2026	10.5.2510.4100.000.0000	\$312.00
SB Mileage Reimbursement		1 0		SB 21826 2/18/2026	10.5.2330.3320.000.0000	\$23.49
					Check #: 0	
					PO/InvoiceTotal:	\$335.49
					Vendor Total:	\$335.49
CANDOR HEALTH EDUCATION	845350					
Check Group:						
Lincoln - (Male) Understanding Changes Presentation		26 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$273.00
Lincoln - (Female) Understanding Changes Presentation		23 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$241.50
Robinson - (Male) Understanding Changes Presentation		20 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$210.00
Robinson - (Remale) Understanding Changes Presentation		21 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$220.50
Costello - (Male) Understanding Changes Presentation		17 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$178.50

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Costello - (Female) Understanding Changes Presentation		18 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$189.00
Edison - (Male) Understanding Changes Presentation		23 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$241.50
Edison - (Female) Understanding Changes Presentation		26 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$273.00
Home - (Male) Understanding Changes Presentation		25 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$262.50
Home - (Female) Understanding Changes Presentation		22 0		2026480 12/9/2025	10.5.1250.4100.000.4300	\$231.00
Check #: 0						
PO/InvoiceTotal:						\$2,320.50
Vendor Total:						\$2,320.50
Carmona, Sofia						
Check Group:						
SC Mileage Reimbursement		1 0		SC 12926 1/29/2026	10.5.2330.3320.000.0000	\$8.52
SC Mileage Reimbursement		1 0		SC 21726 2/17/2026	10.5.2330.3320.000.0000	\$5.45
Check #: 0						
PO/InvoiceTotal:						\$13.97
Vendor Total:						\$13.97
CASE LOTS INC 803042						
Check Group:						
Home Supplies		1 0		5814 1/12/2026	20.5.2540.4100.200.0000	\$1,093.55
GWMS Supplies		1 0		5928 1/16/2026	20.5.2540.4100.500.0000	\$4,155.05
GWMS Supplies		1 0		5955 1/20/2026	20.5.2540.4100.500.0000	\$23.90

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Home - Supplies		1	0	6306 2/4/2026	20.5.2540.4100.200.0000	\$809.60
Robinson - Supplies		1	0	6365 2/9/2026	20.5.2540.4100.400.0000	\$279.80
Check #: 0						
PO/InvoiceTotal:						\$6,361.90
Vendor Total:						\$6,361.90
CHICAGO METROPOLITAN FIRE PREVENTIO	844423					
Check Group:						
GWMS - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476270 1/1/2026	20.5.2540.3230.500.0000	\$135.00
Admin - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476775 1/1/2026	20.5.2540.3230.000.0000	\$135.00
Shop - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476776 1/1/2026	20.5.2540.3230.000.0000	\$128.25
Costello - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476777 1/1/2026	20.5.2540.3230.600.0000	\$135.00
Robinson - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476778 1/1/2026	20.5.2540.3230.400.0000	\$135.00
Edison - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476779 1/1/2026	20.5.2540.3230.100.0000	\$135.00
Home - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476780 1/1/2026	20.5.2540.3230.200.0000	\$135.00
Lincoln - B/A Monitoring 1.1.26 - 3.31.26		1	0	IN00476781 1/1/2026	20.5.2540.3230.300.0000	\$135.00
Check #: 0						
PO/InvoiceTotal:						\$1,073.25
Vendor Total:						\$1,073.25
CHILDHOOD VICTORIES, INC.	844296					
Check Group:						

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Be Seen and Heard Presentation		1 0		3831 6/12/2025	10.5.1250.3121.000.4300	\$9,300.00
					Check #: 0	
					PO/InvoiceTotal:	\$9,300.00
					Vendor Total:	\$9,300.00
CIT	845554					
Check Group:						
Docuware - February 2026		1 0		48566849 1/29/2026	10.5.2520.3900.000.0000	\$3,612.08
					Check #: 0	
					PO/InvoiceTotal:	\$3,612.08
					Vendor Total:	\$3,612.08
CITY SOCIAL MARKETING SOLUTIONS	845405					
Check Group:						
Media and Communication Services		1 0		1444 2/1/2026	10.5.2663.3900.000.0000	\$7,500.00
					Check #: 0	
					PO/InvoiceTotal:	\$7,500.00
					Vendor Total:	\$7,500.00
CLYDE PARK DISTRICT	800144					
Check Group:						
Boys JV Basketball		1 0		147768 2/16/2026	10.5.1501.6400.500.0101	\$400.00
					Check #: 0	
					PO/InvoiceTotal:	\$400.00
					Vendor Total:	\$400.00
COMCAST CABLE						
Check Group:						
GWMS		1 0		6742 12226 1/22/2026	20.5.2540.3440.500.0000	\$302.03

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Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check #: 0						
PO/InvoiceTotal:						\$302.03
Vendor Total:						\$302.03
Community Unit District No 203 DuPage &						
Check Group:						
Registration Fee for Merri Fasano to attend Phil Lawler DuPage County Institute		1	260437	495 2/13/2026	10.5.2210.3140.000.4932	\$40.00
Check #: 0						
PO/InvoiceTotal:						\$40.00
Vendor Total:						\$40.00
Compass Health Center Oakbrook PLLC	845637					
Check Group:						
DP - Home-Hospital Tutoring Services from 1.7.26 - 1.13.26		1	0	1780047 1/19/2026	10.5.1110.3140.400.0000	\$412.50
Check #: 0						
PO/InvoiceTotal:						\$412.50
Vendor Total:						\$412.50
Computer Information Concepts, Inc.						
Check Group:						
Infinite Campus License (Blanket PO)		1	260320	PSI141868 2/26/2026	10.5.2663.4700.000.0000	\$50,940.00
Check #: 0						
PO/InvoiceTotal:						\$50,940.00
Vendor Total:						\$50,940.00
Cordogan Clark & Assoc., Inc.	845587					
Check Group:						
Summer 2025 Pay Application Project 252001		1	0	252001 121525 12/15/2025	60.5.2530.5000.000.0000	\$54,197.50
Check #: 0						

Lyons School District 103

Voucher Detail Listing

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02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
						PO/InvoiceTotal: \$54,197.50
						Vendor Total: \$54,197.50
DESPLAINES VALLEY NEWS	844060					
Check Group:						
Public Notice - Request for Qualifications for Architectural Services. Published 2.5.26		1 0		26-034 2/5/2026	10.5.2310.3500.000.0000	\$156.06
						Check #: 0
						PO/InvoiceTotal: \$156.06
						Vendor Total: \$156.06
EASTER SEALS METROPOLITAN CHICAGO	844115					
Check Group:						
RH - December 2025 Tuition		1 0		33192 12/31/2025	10.5.1912.6700.400.0000	\$7,359.30
PRI - December 2025 Tuition		1 0		33240 12/31/2025	10.5.1912.6700.300.0000	\$7,359.30
PRI - November 2025 Tuition		1 0		33268 12/31/2025	10.5.1912.6700.300.0000	\$284.32
RH - November 2025 Tuition		1 0		33284 12/31/2025	10.5.1912.6700.400.0000	\$112.64
PRI - October 2025 Tuition		1 0		33376 1/1/2026	10.5.1912.6700.300.0000	\$358.75
KU - October 2025 Tuition		1 0		33376 1/1/2026	10.5.1912.6700.100.0000	\$112.64
RH - October 2025 Tuition		1 0		33486 1/1/2026	10.5.1912.6700.400.0000	\$154.88
KU - October 2025 Tuition		1 0		33486 1/1/2026	10.5.1912.6700.100.0000	\$42.24
PRI - September 2025 Tuition		1 0		33574 1/1/2026	10.5.1912.6700.300.0000	\$302.09

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
KU - September 2025 Tuition		1 0		33574 1/1/2026	10.5.1912.6700.100.0000	\$119.68
RH - September 2025 Tuition		1 0		33590 1/1/2026	10.5.1912.6700.400.0000	\$119.68
				Check #: 0		
					PO/InvoiceTotal:	\$16,325.52
					Vendor Total:	\$16,325.52
ED-RED	800095					
Check Group:						
Membership Fee FY 2025-2026		1 0		7725 7/7/2025	10.5.2320.3140.000.0000	\$3,350.00
				Check #: 0		
					PO/InvoiceTotal:	\$3,350.00
					Vendor Total:	\$3,350.00
EDCLUB, Inc.						
Check Group:						
TypingClub student licenses for 1 year		660 260404		303659 1/22/2026	10.5.1250.4100.000.4300	\$2,593.80
				Check #: 0		
					PO/InvoiceTotal:	\$2,593.80
					Vendor Total:	\$2,593.80
EDUCATIONAL BIOMETRIC TECHNOLOGY	811339					
Check Group:						
Support Service Agreement until 7.1.28		1 0		Q-1273 1/5/2026	10.5.2663.3100.000.0000	\$2,025.00
				Check #: 0		
					PO/InvoiceTotal:	\$2,025.00
					Vendor Total:	\$2,025.00
EI US, LLC	845259					
Check Group:						

Lyons School District 103

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02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
AG - Hospital Tutoring		1	0	INV294440 1/30/2026	10.5.1912.6700.500.0000	\$256.00
LN - Hospital Tutoring		1	0	INV294442 1/30/2026	10.5.1912.6700.500.0000	\$192.00
AG - Hospital Tutoring		1	0	INV296806 2/6/2026	10.5.1912.6700.500.0000	\$320.00
LN - Hospital Tutoring		1	0	INV296807 2/6/2026	10.5.1912.6700.500.0000	\$256.00
Check #: 0						
PO/InvoiceTotal:						\$1,024.00
Vendor Total:						\$1,024.00
EMBRACE EDUCATION	845246					
Check Group:						
IL EmbraceDS - 5%		1	0	EMB-110 1/29/2026	10.5.1205.3160.000.0000	\$292.78
Check #: 0						
PO/InvoiceTotal:						\$292.78
Vendor Total:						\$292.78
Engie Resources	845837					
Check Group:						
Lincoln (12.22.25 - 1.22.26)		1	0	10687406 1/26/2026	20.5.2540.4660.300.0000	\$2,839.17
Costello (12.19.25 - 1.22.26)		1	0	10692685 1/26/2026	20.5.2540.4660.600.0000	\$3,310.91
Edison (12.22.25 - 1.23.26)		1	0	10694132 1/28/2026	20.5.2540.4660.100.0000	\$2,406.71
Home (12.22.25 - 1.23.26)		1	0	10698751 1/29/2026	20.5.2540.4660.200.0000	\$4,100.99
Robisnon (12.31.25 - 1.30.26)		1	0	10709932 2/2/2026	20.5.2540.4660.400.0000	\$2,708.29

Lyons School District 103

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Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
GWMS (12.31.25 - 2.5.26)		1	0	10752777 2/13/2026	20.5.2540.4660.500.0000	\$10,620.08
Check #: 0						
PO/InvoiceTotal:						\$25,986.15
Vendor Total:						\$25,986.15
Federal Express Corporation						
Check Group:						
Pickup		1	0	8-986-16866 9/10/2025	10.5.2320.3900.000.0000	\$17.74
Pickup		1	0	9-004-89239 9/24/2025	10.5.2320.3900.000.0000	\$17.77
Pickups		1	0	9-012-75217 10/1/2025	10.5.2320.3900.000.0000	\$35.54
Pickups		1	0	9-030-15268 10/15/2025	10.5.2320.3900.000.0000	\$48.15
Pickup		1	0	9-039-20407 10/22/2025	10.5.2320.3900.000.0000	\$28.56
Pickup		1	0	9-047-14424 10/29/2025	10.5.2320.3900.000.0000	\$12.58
Pickup		1	0	9-073-48101 11/19/2025	10.5.2320.3900.000.0000	\$15.44
Pickups		1	0	9-097-44354 12/10/2025	10.5.2320.3900.000.0000	\$54.09
Pickup		1	0	9-107-26524 12/17/2025	10.5.2320.3900.000.0000	\$18.00
Pickup		1	0	9-115-37328 12/24/2025	10.5.2320.3900.000.0000	\$29.99
Pickup		1	0	9-155-93902 1/28/2026	10.5.2320.3900.000.0000	\$20.74
Late Charge		1	0	9-706-60711 11/5/2025	10.5.2320.3900.000.0000	\$3.52

Lyons School District 103

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02/24/2026

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Late Charge		1	0	9-708-07195 11/26/2025	10.5.2320.3900.000.0000	\$2.83
Late Charge		1	0	9-711-52126 1/14/2026	10.5.2320.3900.000.0000	\$5.35
Check #: 0						
PO/InvoiceTotal:						\$310.30
Vendor Total:						\$310.30
FIRST STUDENT HODGKINS	844058					
Check Group:						
Transportation (12.1.25 - 12.31.25)		1	0	12098770 1/22/2026	40.5.2550.3310.000.0000	\$57,320.40
GWMS Boys Basketball		1	0	631006 11/12/2025	40.5.2550.3320.500.0000	\$243.82
GWMS Boys Basketball		1	0	634442 11/20/2025	40.5.2550.3320.500.0000	\$243.82
GWMS Choir		1	0	642395 12/16/2025	40.5.2550.3320.500.0000	\$382.60
GWMS Boys Basketball		1	0	642971 12/17/2025	40.5.2550.3320.500.0000	\$302.16
GWMS Boys Basketball		1	0	643933 12/19/2025	40.5.2550.3320.500.0000	\$243.82
GWMS Choir		1	0	643964 12/19/2025	40.5.2550.3320.500.0000	\$383.13
GWMS Boys Basketball		1	0	647835 1/7/2026	40.5.2550.3320.500.0000	\$306.58
GWMS Boys Basketball		1	0	649056 1/12/2026	40.5.2550.3320.500.0000	\$306.58
GWMS Boys Basketball		1	0	649137 1/12/2026	40.5.2550.3320.500.0000	\$243.82
Alternative Transportation Services (1.5.26 - 1.30.26)		1	0	FA26-00004295 2/13/2026	40.5.2550.3310.000.0000	\$25,177.00

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02/24/2026

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Vendor Remit Name
Description

Vendor #

QTY

PO No.

Invoice
Invoice Date

Account

Amount

Check #: 0

PO/InvoiceTotal: \$85,153.73

Vendor Total: \$85,153.73

FLEXIBLE BENEFITS SERVICE CORPORATI

845292

Check Group:

FSA (1.1.26 - 1.31.26)

1 0

276740538489
2/5/2026

10.5.1110.2940.000.0000

\$112.30

Check #: 0

PO/InvoiceTotal: \$112.30

Vendor Total: \$112.30

Flood Bros. Disposal Co.

Check Group:

Lincoln

1 0

8727255
2/5/2026

20.5.2540.3210.300.0000

\$400.00

Edison

1 0

8727256
2/5/2026

20.5.2540.3210.100.0000

\$495.00

Costello

1 0

8727257
2/5/2026

20.5.2540.3210.600.0000

\$460.00

Home

1 0

8727258
2/5/2026

20.5.2540.3210.200.0000

\$460.00

Robinson

1 0

8727259
2/5/2026

20.5.2540.3210.400.0000

\$400.00

GWMS

1 0

8727260
2/5/2026

20.5.2540.3210.500.0000

\$610.00

Check #: 0

PO/InvoiceTotal: \$2,825.00

Vendor Total: \$2,825.00

FOLLETT Content Solutions , LLC.

Check Group:

Lyons School District 103

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02/24/2026

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Los ataques de tiburones de 1916 (I Survived, Book 2) by Tarshis, Lauren		1	260356	677024F 1/21/2026	10.5.1250.4100.000.4300	\$16.03
Hombre Perro. Juan el Grande, el comienzo (Dog Man, Book 13) by Pilkey, Dav		1	260356	677024F 1/21/2026	10.5.1250.4100.000.4300	\$14.99
Book Processing		1	260356	677024F 1/21/2026	10.5.1250.4100.000.4300	\$2.58
Check #: 0						
PO/InvoiceTotal:						\$33.60
Vendor Total:						\$33.60
FRONTLINE TECHNOLOGIES GROUP, LLC	844281					
Check Group:						
Comparative Analytics Subscription (11.15.25 - 11.14.26)		1	0	INVUS233053 11/15/2025	10.5.2520.3900.000.0000	\$9,032.10
Check #: 0						
PO/InvoiceTotal:						\$9,032.10
Vendor Total:						\$9,032.10
FULLMER LOCKSMITH SERVICE, INC	810812					
Check Group:						
Lincoln - Repairs		1	0	N45354 1/30/2026	20.5.2540.3230.300.0000	\$137.00
Lincoln - Repairs		1	0	N47607 1/30/2026	20.5.2540.3230.300.0000	\$302.00
Check #: 0						
PO/InvoiceTotal:						\$439.00
Vendor Total:						\$439.00
G & O THERMAL SUPPLY COMPANY	844464					
Check Group:						
Costello - Repairs		1	0	1243695-00 2/11/2026	20.5.2540.3230.500.0000	\$791.50

Lyons School District 103

Voucher Detail Listing

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02/24/2026

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Vendor Remit Name
Description

Vendor #

QTY

PO No.

Invoice
Invoice Date

Account

Amount

Costello - Repairs

1 0

5111602-00
1/22/2026

20.5.2540.3230.600.0000

\$365.00

Lincoln - Repairs

1 0

5111686-00
2/11/2026

20.5.2540.3230.300.0000

\$776.66

Check #: 0

PO/InvoiceTotal: \$1,933.16

Vendor Total: \$1,933.16

GIANT STEPS

844473

Check Group:

HH - January 2026 Tuition

1 0

103L-0126E
1/31/2026

10.5.1912.6700.400.0000

\$7,476.66

ED - January 2026 Tuition

1 0

103L-0126E
1/31/2026

10.5.1912.6700.500.0000

\$7,476.66

VN - January 2026 Tuition

1 0

103L-0126E
1/31/2026

10.5.1912.6700.400.0000

\$7,476.66

HH Breakfast/Lunch for January 2026

1 0

103L-0126EF
1/31/2026

10.5.1912.6700.400.0000

\$123.50

Check #: 0

PO/InvoiceTotal: \$22,553.48

Vendor Total: \$22,553.48

Gill, Donna M

Check Group:

DG - Mileage Reimbursement

1 0

DG 21326
2/13/2026

10.5.2330.3320.000.0000

\$156.31

Check #: 0

PO/InvoiceTotal: \$156.31

Vendor Total: \$156.31

GLOBAL WATER TECHNOLOGY

Check Group:

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
February 2026 - Monthly Billing for Water Treatment and Service		1 0		180402 2/5/2026	20.5.2540.3230.000.0000	\$382.48
				Check #: 0		
					PO/InvoiceTotal:	\$382.48
					Vendor Total:	\$382.48
GMF CONTRACTORS EQUIPMENT	800188					
Check Group:						
Edison - Snow Blower Repairs		1 0		66421 1/29/2026	20.5.2540.3230.100.0000	\$96.86
Robinson Snow Blower Repairs		1 0		66423 1/29/2026	20.5.2540.3230.400.0000	\$170.00
				Check #: 0		
					PO/InvoiceTotal:	\$266.86
					Vendor Total:	\$266.86
GRAND PRAIRIE TRANSIT	844057					
Check Group:						
January 2026 Transportation		1 0		RTINV1007140 1/31/2026	40.5.2550.3310.000.0000	\$128,381.02
				Check #: 0		
					PO/InvoiceTotal:	\$128,381.02
					Vendor Total:	\$128,381.02
GreatAmerica Financial Services Cor	845718					
Check Group:						
Period Covered 3.1.26 - 3.31.26		1 0		41175057 2/2/2026	10.5.2663.3230.000.0000	\$12,442.15
				Check #: 0		
					PO/InvoiceTotal:	\$12,442.15
					Vendor Total:	\$12,442.15
GUARDIAN						

Lyons School District 103

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check Group: Period 3.1.26 - 3.31.26		1 0		469383 21326 2/13/2026	10.5.1110.2210.000.0000	\$14,776.15
				Check #: 0		
					PO/InvoiceTotal:	\$14,776.15
					Vendor Total:	\$14,776.15
GUARDIAN -ALTERNATE FUNDED						
Check Group: 1.1.26 - 1.31.26		1 0		00469383 2326 2/3/2026	10.2.0481.0000.000.9946	\$22,680.21
				Check #: 0		
					PO/InvoiceTotal:	\$22,680.21
					Vendor Total:	\$22,680.21
HARLEM PLUMBING SUPPLY	844352					
Check Group: GWMS		1 0		105054 2/3/2026	20.5.2540.3230.500.0000	\$46.86
Edison		1 0		105054 2/3/2026	20.5.2540.3230.100.0000	\$65.59
GWMS		1 0		105121 2/5/2026	20.5.2540.3230.500.0000	\$33.12
				Check #: 0		
					PO/InvoiceTotal:	\$145.57
					Vendor Total:	\$145.57
HAYES MECHANICAL LLC	844199					
Check Group: Robinson - Repaired thermostat		1 0		66027 1/29/2026	20.5.2540.3230.400.0000	\$574.50
Home - Repairs		1 0		66033 1/29/2026	20.5.2540.3230.200.0000	\$574.50

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Lincoln - Repairs		1	0	66039 1/29/2026	20.5.2540.3230.300.0000	\$907.50
Costello - Repairs		1	0	66082 1/29/2026	20.5.2540.3230.600.0000	\$741.00
GWMS - Repairs		1	0	66086 1/29/2026	20.5.2540.3230.500.0000	\$1,149.00
GWMS - Repairs to leaking valve		1	0	66101 1/29/2026	20.5.2540.3230.500.0000	\$1,157.25
Costello - Mounted new thermostat		1	0	66113 1/29/2026	20.5.2540.3230.600.0000	\$4,188.63
Edison - Repairs to blower motor		1	0	66127 1/29/2026	20.5.2540.3230.100.0000	\$907.50
Lincoln - Repairs		1	0	66128 1/29/2026	20.5.2540.3230.300.0000	\$574.50
GWMS - Repairs		1	0	66132 1/29/2026	20.5.2540.3230.500.0000	\$1,407.00
Home - Repairs		1	0	66153 1/29/2026	20.5.2540.3230.200.0000	\$1,407.00
GWMS - Repairs		1	0	66203 1/30/2026	20.5.2540.3230.500.0000	\$741.00
Home - Repairs		1	0	66205 1/30/2026	20.5.2540.3230.200.0000	\$491.25
Robinson - water leak		1	0	66212 1/30/2026	20.5.2540.3230.400.0000	\$1,240.50
Costello - Repairs to Boilers		1	0	66234 1/30/2026	20.5.2540.3230.600.0000	\$1,074.00
GWMS - Repairs		1	0	66254 1/30/2026	20.5.2540.3230.500.0000	\$990.75
Home - Repairs to Boiler		1	0	66257 1/30/2026	20.5.2540.3230.200.0000	\$491.25

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Lincoln - Repairs to thermostat		1 0		66263 1/30/2026	20.5.2540.3230.300.0000	\$1,074.00
GWMS - Repairs to gym air handler		1 0		66279 1/30/2026	20.5.2540.3230.500.0000	\$408.00
Costello - Repairs		1 0		66912 2/12/2026	20.5.2540.3230.600.0000	\$2,722.50
Home - Repairs		1 0		66933 2/13/2026	20.5.2540.3230.200.0000	\$408.00
Check #: 0						
PO/InvoiceTotal:						\$23,229.63
Vendor Total:						\$23,229.63
ILLCO						
Check Group:						
Home - Repairs		1 0		2662624 2/10/2026	20.5.2540.3230.200.0000	\$201.32
Home - Repairs		1 0		2662748 2/11/2026	20.5.2540.3230.200.0000	\$87.52
Check #: 0						
PO/InvoiceTotal:						\$288.84
Vendor Total:						\$288.84
ILLINOIS STATE BOARD OF EDUCATION	802195					
Check Group:						
Refund due to ISBE		1 0		06016103002 1626 1/6/2026	10.4.3705.0000.000.0000	\$410.00
Check #: 0						
PO/InvoiceTotal:						\$410.00
Vendor Total:						\$410.00
Impact Networking, LLC	845559					
Check Group:						

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Costello - Staples, Toner		1 0		3661763 1/28/2026	10.5.2663.4100.000.0000	\$102.00
				Check #: 0		
					PO/InvoiceTotal:	\$102.00
					Vendor Total:	\$102.00
INTERPRENET, LTD	844306					
Check Group:						
IEP Polish		1 0		176685 2/19/2026	10.5.4120.3040.000.0000	\$406.25
				Check #: 0		
					PO/InvoiceTotal:	\$406.25
					Vendor Total:	\$406.25
ISCORP	803983					
Check Group:						
March 2026 Services (3.1.26 - 3.31.26)		1 0		1737 2/1/2026	10.5.2663.4700.000.0000	\$1,104.00
				Check #: 0		
					PO/InvoiceTotal:	\$1,104.00
					Vendor Total:	\$1,104.00
J&A Transportation, LLC	845757					
Check Group:						
January - February Services (1.19.26 - 2.13.26)		1 0		103-0022 2/13/2026	40.5.2550.3310.000.0000	\$1,815.00
				Check #: 0		
					PO/InvoiceTotal:	\$1,815.00
					Vendor Total:	\$1,815.00
Jamrose, Christopher						
Check Group:						
CJ - Mileage Reimbursement		1 0		CJ 2926 2/9/2026	10.5.2330.3320.000.0000	\$29.87

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check #: 0						
PO/InvoiceTotal:						\$29.87
Vendor Total:						\$29.87
JONES SCHOOL SUPPLY CO, INC						
Check Group:						
Item No. MA25 Basketball Trophy Activity Engraving Costello School Basketball 2025-2026	21	260384	4002194	10.5.1110.4100.600.0000 1/14/2026		\$177.79
Discount	1	260384	4002194	10.5.1110.4100.600.0000 1/14/2026		(\$10.50)
Check #: 0						
PO/InvoiceTotal:						\$167.29
Vendor Total:						\$167.29
Kagan Publishing, Inc						
Check Group:						
Kagan Cooperative Learning By-Dr. Spencer Kagan & Miguel Kagan	1	260339	706956	10.5.1111.4100.100.0000 2/13/2026		\$49.00
Check #: 0						
PO/InvoiceTotal:						\$49.00
Vendor Total:						\$49.00
Kelly A Bradshaw 845762						
Check Group:						
KB Services 9.1.25 - 10.31.25	1	0	D103-7	10.5.2520.3900.000.0000 2/18/2026		\$8,635.00
Check #: 0						
PO/InvoiceTotal:						\$8,635.00
Vendor Total:						\$8,635.00
KELLY SERVICES, INC. 845299						
Check Group:						

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Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
W.E. 1.18.26		1	0	5613785713 1/22/2026	10.5.1110.3140.600.0000	\$5,054.23
W.E. 1.18.26		1	0	5613785713 1/22/2026	10.5.1110.3140.100.0000	\$2,599.51
W.E. 1.18.26		1	0	5613785713 1/22/2026	10.5.1110.3140.200.0000	\$3,071.28
W.E. 1.18.26		1	0	5613785713 1/22/2026	10.5.1110.3140.300.0000	\$6,822.25
W.E. 1.18.26		1	0	5613785713 1/22/2026	10.5.1110.3140.400.0000	\$2,123.90
W.E. 1.18.26		1	0	5613785713 1/22/2026	10.5.1110.3140.500.0000	\$6,976.46
W.E. 1.25.26		1	0	5613942751 1/29/2026	10.5.1110.3140.600.0000	\$6,023.99
W.E. 1.25.26		1	0	5613942751 1/29/2026	10.5.1110.3140.100.0000	\$2,098.70
W.E. 1.25.26		1	0	5613942751 1/29/2026	10.5.1110.3140.200.0000	\$1,578.52
W.E. 1.25.26		1	0	5613942751 1/29/2026	10.5.1110.3140.300.0000	\$5,300.13
W.E. 1.25.26		1	0	5613942751 1/29/2026	10.5.1110.3140.400.0000	\$1,578.52
W.E. 1.25.26		1	0	5613942751 1/29/2026	10.5.1110.3140.500.0000	\$6,275.52
W.E. 2.1.26		1	0	5614120670 2/5/2026	10.5.1110.3140.600.0000	\$4,073.21
W.E. 2.1.26		1	0	5614120670 2/5/2026	10.5.1110.3140.100.0000	\$3,661.94
W.E. 2.1.26		1	0	5614120670 2/5/2026	10.5.1110.3140.200.0000	\$1,891.93

Lyons School District 103

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Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
W.E. 2.1.26		1 0		5614120670 2/5/2026	10.5.1110.3140.300.0000	\$4,300.50
W.E. 2.1.26		1 0		5614120670 2/5/2026	10.5.1110.3140.400.0000	\$1,679.02
W.E. 2.1.26		1 0		5614120670 2/5/2026	10.5.1110.3140.500.0000	\$7,769.39
W.E. 2.8.26		1 0		5614302336 2/12/2026	10.5.1110.3140.600.0000	\$6,201.00
W.E. 2.8.26		1 0		5614302336 2/12/2026	10.5.1110.3140.100.0000	\$1,597.67
W.E. 2.8.26		1 0		5614302336 2/12/2026	10.5.1110.3140.200.0000	\$2,471.73
W.E. 2.8.26		1 0		5614302336 2/12/2026	10.5.1110.3140.300.0000	\$6,609.47
W.E. 2.8.26		1 0		5614302336 2/12/2026	10.5.1110.3140.400.0000	\$2,082.49
W.E. 2.8.26		1 0		5614302336 2/12/2026	10.5.1110.3140.500.0000	\$8,169.33

Check #: 0

PO/InvoiceTotal: \$100,010.69

Vendor Total: \$100,010.69

Klabacha, Brenna

Check Group:

BK Mileage Reimbursement		1 0		BK 12126 1/26/2026	10.5.2330.3320.000.0000	\$19.72
BK - Reimbursement		1 0		BK 2526 2/5/2026	10.5.1110.4100.600.0000	\$38.00

Check #: 0

PO/InvoiceTotal: \$57.72

Vendor Total: \$57.72

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180 02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Lopez, Betsy						
Check Group:						
BL - Mileage Reimbursement		1 0		BL 21326 2/13/2026	10.5.2330.3320.000.0000	\$273.33
Check #: 0						
PO/InvoiceTotal:						\$273.33
Vendor Total:						\$273.33
LYONS ELECTRIC COMPANY 800066						
Check Group:						
Admin - Repairs		1 0		32967 10/29/2025	20.5.2540.3230.000.0000	\$1,780.00
Check #: 0						
PO/InvoiceTotal:						\$1,780.00
Vendor Total:						\$1,780.00
LYONS POLICE DEPARTMENT 805822						
Check Group:						
Monthly SOR Services for February 2026		1 0		LP 21726 2/17/2026	80.5.2365.1000.000.0000	\$8,000.00
Check #: 0						
PO/InvoiceTotal:						\$8,000.00
Vendor Total:						\$8,000.00
Lyons School District 103 843904						
Check Group:						
Imprest Replenishment		1 0		Imprest 21726 2/17/2026	10.5.1501.3900.000.0116	\$2,000.00
Check #: 0						
PO/InvoiceTotal:						\$2,000.00
Vendor Total:						\$2,000.00
Malone, Grace						
Check Group:						

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Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
GM DHD 440 Introduction to Assistive Technology		1	0	GM DHD 440R 1/30/2026	10.5.1120.2300.500.0000	\$900.00
GM DHD550 Technology to Support Universal Design for K-12		1	0	GM DHD550R 1/30/2026	10.5.1120.2300.500.0000	\$300.00
GM DHD567 AAC for Individuals with Austims Spectrum Disorder		1	0	GM DHD567R 1/30/2026	10.5.1120.2300.500.0000	\$600.00
GM DHD568 - Supporting Augmentative and Alternative		1	0	GM DHD568R 1/30/2026	10.5.1120.2300.500.0000	\$900.00
Check #: 0						
PO/InvoiceTotal:						\$2,700.00
Vendor Total:						\$2,700.00
Martinez, Mical						
Check Group:						
MM - Mileage Reimbursement		1	0	MM 21326 2/13/2026	10.5.2330.3320.000.0000	\$93.31
Check #: 0						
PO/InvoiceTotal:						\$93.31
Vendor Total:						\$93.31
Matias, Cindy						
Check Group:						
CM - Reimbursement		1	0	CM 2126 2/1/2026	10.5.2300.3100.000.3706	\$25.00
CM - Mileage Reimbursement		1	0	CM 21326 2/13/2026	10.5.2330.3320.000.0000	\$246.21
Check #: 0						
PO/InvoiceTotal:						\$271.21
Vendor Total:						\$271.21
MENARDS-FRONT END MANAGER	802628					
Check Group:						

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Home Supplies		1 0		76436 1/21/2026	20.5.2540.4100.200.0000	\$23.73
Admin Supplies		1 0		76745 1/27/2026	20.5.2540.4100.000.0000	\$52.88
Robinson Supplies		1 0		76745 1/27/2026	20.5.2540.4100.400.0000	\$2.18
Shop Supplies		1 0		76745 1/27/2026	20.5.2540.4100.000.0000	\$13.21
Shop - Supplies		1 0		77040 2/2/2026	20.5.2540.4100.000.0000	\$42.31
Robinson - Supplies		1 0		77040 2/2/2026	20.5.2540.4100.400.0000	\$12.40
BoE - Supplies		1 0		77040 2/2/2026	20.5.2540.4100.000.0000	\$56.48
Home - Supplies		1 0		77040 2/2/2026	20.5.2540.4100.200.0000	\$35.04
Costello - Supplies		1 0		77164 2/4/2026	20.5.2540.4100.600.0000	\$615.94
Check #: 0						
						PO/InvoiceTotal: \$854.17
						Vendor Total: \$854.17
Menta Academy Midway Southwest						
Check Group:						
JF - January 2026 Tuition		1 0		SESINV-056150 1/30/2026	10.5.1912.6700.500.0000	\$4,209.83
ER- January 2026 Tuition		1 0		SESINV-056150 1/30/2026	10.5.1912.6700.500.0000	\$221.57
Check #: 0						
						PO/InvoiceTotal: \$4,431.40
						Vendor Total: \$4,431.40

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Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
MENTA ACADEMY HILLSIDE	844518					
Check Group:						
KW - January 2026 Tuition		1 0		SESINV-055918 1/30/2026	10.5.1912.6700.400.0000	\$6,713.65
MM - January 2026 Tuition		1 0		SESINV-055920 1/30/2026	10.5.1912.6700.500.0000	\$3,411.26
				Check #: 0		
					PO/InvoiceTotal:	\$10,124.91
					Vendor Total:	\$10,124.91
MIDLAND PAPER	800067					
Check Group:						
White Paper 8.5 x 11 20# white copy paper		80 260417		IN02616641 2/3/2026	10.5.1110.4100.000.0000	\$3,515.20
Discount		1 260417		IN02616641 2/3/2026	10.5.1110.4100.000.0000	(\$35.15)
				Check #: 0		
					PO/InvoiceTotal:	\$3,480.05
					Vendor Total:	\$3,480.05
ML PLUMBING LLC	801555					
Check Group:						
Lincoln - Repairs		1 0		3541 2/11/2026	20.5.2540.3230.300.0000	\$950.00
Edison - Repairs		1 0		3543 2/11/2026	20.5.2540.3230.100.0000	\$1,650.00
GWMS - Repairs		1 0		3544 2/11/2026	20.5.2540.3230.500.0000	\$1,450.00
				Check #: 0		
					PO/InvoiceTotal:	\$4,050.00
					Vendor Total:	\$4,050.00

Morning Noon & Night Plumbing & Sewer, I

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180

02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check Group:						
Lincoln - Emergency Sewer Work		1 0		35926 2/9/2026	20.5.2540.3230.300.0000	\$2,250.00
Check #: 0						
PO/InvoiceTotal:						\$2,250.00
Vendor Total:						\$2,250.00
NAPA Auto Parts	845526					
Check Group:						
Shop - Supplies		1 0		038614 2/3/2026	20.5.2545.3230.000.0000	\$16.49
Check #: 0						
PO/InvoiceTotal:						\$16.49
Vendor Total:						\$16.49
NCS PEARSON,INC						
Check Group:						
GFTA-3 Record Forms Qty 25 (Print)		1 260315		30376627 12/4/2025	10.5.1205.4100.000.0000	\$60.20
Shipping & Handling		1 260315		30376627 12/4/2025	10.5.1205.4100.000.0000	\$10.00
Check #: 0						
PO/InvoiceTotal:						\$70.20
Check Group:						
-WIAT-4 Record Form QTY 25 (Print) and WIAT-4 Response Booklets QTY 25 (Print)		1 260375		30782481 1/21/2026	10.5.1205.4100.000.0000	\$242.20
Shipping and Handling		1 260375		30782481 1/21/2026	10.5.1205.4100.000.0000	\$14.53
Check #: 0						
PO/InvoiceTotal:						\$256.73
Vendor Total:						\$326.93

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Newsela, Inc.						
Check Group:						
Newsela ELA		1 0		INV55526 1/30/2026	10.5.1250.4020.000.4300	\$8,887.83
Newsela Writing		1 0		INV55526 1/30/2026	10.5.1250.4020.000.4300	\$2,962.61
Individual Virtual Add-On Session		1 0		INV55526 1/30/2026	10.5.1250.4020.000.4300	\$793.56
Check #: 0						
PO/InvoiceTotal:						\$12,644.00
Vendor Total:						\$12,644.00
NICOR GAS						
Check Group:						
Home		1 0		30067700002 21126 2/11/2026	20.5.2540.4650.200.0000	\$2,735.93
Edison		1 0		41174700009 21126 2/11/2026	20.5.2540.4650.100.0000	\$5,462.88
Lincoln		1 0		41400800003 12226 1/22/2026	20.5.2540.4650.300.0000	\$6,422.41
Robinson		1 0		46930800001 12626 1/26/2026	20.5.2540.4650.400.0000	\$3,612.85
BoE		1 0		72030800006 12226 1/22/2026	20.5.2540.4650.000.0000	\$1,797.44
Costello		1 0		74981782589 12626 1/26/2026	20.5.2540.4650.600.0000	\$3,422.53
GWMS		1 0		82030800005 12626 1/26/2026	20.5.2540.4650.500.0000	\$11,082.18

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Annex		1 0		92030800004 12626 1/26/2026	20.5.2540.4650.000.0000	\$335.91
				Check #: 0		
					PO/InvoiceTotal:	\$34,872.13
					Vendor Total:	\$34,872.13
Novotny Engineering						
Check Group:						
Services from 10.1.25 - 12.31.25		1 0		25202 3 1/15/2026	60.5.2530.5000.000.0000	\$9,135.00
				Check #: 0		
					PO/InvoiceTotal:	\$9,135.00
					Vendor Total:	\$9,135.00
ODELSON & STERK, LTD.	844061					
Check Group:						
January 2026 Services		1 0		1013 2/19/2026	10.5.2310.3180.000.0000	\$16,087.50
				Check #: 0		
					PO/InvoiceTotal:	\$16,087.50
					Vendor Total:	\$16,087.50
Open Kitchens						
Check Group:						
Costello - January 2026 Billing		1 0		12026 2/1/2026	10.5.2560.3150.600.0000	\$7,069.62
Edison - January 2026 Billing		1 0		12026 2/1/2026	10.5.2560.3150.100.0000	\$9,652.64
GWMS - January 2026 Billing		1 0		12026 2/1/2026	10.5.2560.3150.500.0000	\$27,470.05
Home - January 2026 Billing		1 0		12026 2/1/2026	10.5.2560.3150.200.0000	\$8,666.49

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Lincoln - January 2026 Billing		1	0	12026 2/1/2026	10.5.2560.3150.300.0000	\$9,122.62
Robinson - January 2026 Billing		1	0	12026 2/1/2026	10.5.2560.3150.400.0000	\$8,737.16
A la Carte - January 2026		1	0	INOK33152 1/31/2026	10.5.2560.3150.500.0000	\$395.61
Check #: 0						
PO/InvoiceTotal:						\$71,114.19
Vendor Total:						\$71,114.19
Peerless Network, Inc.	845454					
Check Group:						
1.1.26 - 1.31.26		1	0	90533 2/1/2026	20.5.2540.3440.600.0000	\$94.15
1.1.26 - 1.31.26		1	0	90533 2/1/2026	20.5.2540.3440.200.0000	\$94.15
1.1.26 - 1.31.26		1	0	90533 2/1/2026	20.5.2540.3440.100.0000	\$361.60
1.1.26 - 1.31.26		1	0	90533 2/1/2026	20.5.2540.3440.500.0000	\$94.15
1.1.26 - 1.31.26		1	0	90533 2/1/2026	20.5.2540.3440.000.0000	\$10.97
Check #: 0						
PO/InvoiceTotal:						\$655.02
Vendor Total:						\$655.02
Pillado-Franco, Sarahi						
Check Group:						
SPF BBED 8100.2 - Practicum in Bilingual and ES		1	0	SPF BBED 8100.2 1/5/2026	10.5.1110.2300.100.0000	\$1,154.00
Check #: 0						

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180 02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
						PO/InvoiceTotal: \$1,154.00
						Vendor Total: \$1,154.00
PITNEY BOWES GLOBAL FINANCIAL SERVI						
Check Group:						
Red Ink Ctdg.		1 0		1028886632 1/30/2026	10.5.2310.3400.000.0000	\$161.01
						Check #: 0
						PO/InvoiceTotal: \$161.01
						Vendor Total: \$161.01
ProCare Therapy	845488					
Check Group:						
W.E. 1.9.26		1 0		21362704 1/18/2026	10.5.1110.3140.400.0000	\$3,330.00
W.E. 1.16.26		1 0		21368253 1/25/2026	10.5.1110.3140.400.0000	\$3,345.30
W.E. 1.23.26		1 0		21374215 2/1/2026	10.5.1110.3140.400.0000	\$2,707.20
W.E. 1.30.26		1 0		21380373 2/8/2026	10.5.1110.3140.400.0000	\$3,262.50
						Check #: 0
						PO/InvoiceTotal: \$12,645.00
						Vendor Total: \$12,645.00
Professional Pest Control, Inc.	845696					
Check Group:						
Edison - January 2026 Billing		1 0		19516 1/30/2026	20.5.2540.3230.100.0000	\$80.00
Admin - January 2026 Billing		1 0		19516 1/30/2026	20.5.2540.3230.000.0000	\$60.00
Costello - January 2026 Billing		1 0		19516 1/30/2026	20.5.2540.3230.600.0000	\$80.00

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Voucher Detail Listing

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02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
GWMS - January 2026 Billing		1	0	19516 1/30/2026	20.5.2540.3230.500.0000	\$95.00
Home - January 2026 Billing		1	0	19516 1/30/2026	20.5.2540.3230.200.0000	\$75.00
Lincoln - January 2026 Billing		1	0	19516 1/30/2026	20.5.2540.3230.300.0000	\$90.00
Robinson - January 2026 Billing		1	0	19516 1/30/2026	20.5.2540.3230.400.0000	\$80.00
					Check #: 0	
					PO/InvoiceTotal:	\$560.00
					Vendor Total:	\$560.00
QUALITY NETWORK SOLUTIONS, INC	845272					
Check Group:						
VOIP Phone Line Charge		1	0	93771 2/2/2026	10.5.2663.3100.000.0000	\$619.00
Hardware/Desk Support, Infrastructure, Firewall Management, Consultation and Project Management and Cybersecurity		1	0	93879 2/1/2026	10.5.2663.3100.000.0000	\$28,161.50
					Check #: 0	
					PO/InvoiceTotal:	\$28,780.50
Check Group:						
Desktop Computer		1	260354	93657 1/23/2026	10.5.2663.3240.600.0000	\$565.00
					Check #: 0	
					PO/InvoiceTotal:	\$565.00
Check Group:						
Laptop chargers		10	260371	93676 2/6/2026	10.5.2663.4100.000.0000	\$236.00
					Check #: 0	
					PO/InvoiceTotal:	\$236.00

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Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check Group:						
Backup battery		1	260372	93675 2/6/2026	10.5.2663.4100.000.0000	\$250.80
					Check #: 0	
					PO/InvoiceTotal:	\$250.80
Check Group:						
Chromebook screens		50	260389	93684 2/6/2026	10.5.2663.4100.000.0000	\$1,687.50
					Check #: 0	
					PO/InvoiceTotal:	\$1,687.50
Check Group:						
Accidental Damage Warranty for 3 years		50	260391	94000 2/13/2026	10.5.2663.7400.000.0000	\$4,741.00
CTL Chromebook NL73 with Chrome Management License and 1 year manufacturer warranty		50	260391	94000 2/13/2026	10.5.2663.7400.000.0000	\$21,535.00
CTL Chromebook Clamshell Cases		50	260391	94000 2/13/2026	10.5.2663.7400.000.0000	\$1,750.00
					Check #: 0	
					PO/InvoiceTotal:	\$28,026.00
Check Group:						
50-inch television		1	260401	93990 2/13/2026	10.5.2663.3240.400.0000	\$350.45
					Check #: 0	
					PO/InvoiceTotal:	\$350.45
Check Group:						
iPad charger with cable		3	260410	93996 2/20/2026	10.5.2663.3240.000.0000	\$116.79
					Check #: 0	
					PO/InvoiceTotal:	\$116.79

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check Group:						
iPad Cables (Lightning)		3	260415	94010 2/20/2026	10.5.2663.3240.000.0000	\$84.96
				Check #: 0		
					PO/InvoiceTotal:	\$84.96
					Vendor Total:	\$60,098.00
QUINLAN & FABISH MUSIC CO	800532					
Check Group:						
Q&F Concert Filing Envelope Folder		50	260402	17298987 1/8/2026	10.5.1120.4100.500.0012	\$37.50
				Check #: 0		
					PO/InvoiceTotal:	\$37.50
Check Group:						
Bb Clarinet Reed - #3 – 25/Box 3		1	260436	17379160 2/4/2026	10.5.1120.4100.500.0012	\$50.99
				Check #: 0		
					PO/InvoiceTotal:	\$50.99
					Vendor Total:	\$88.49
Rayla, Alde						
Check Group:						
AR - Mileage Reimbursement		1	0	AR 11426 1/14/2026	10.5.2330.3320.000.0000	\$81.35
AR - Mileage Reimbursement		1	0	AR 12126 1/21/2026	10.5.2330.3320.000.0000	\$174.73
AR - Mileage Reimbursement		1	0	AR 1526 1/5/2026	10.5.2330.3320.000.0000	\$112.45
AR - Mileage Reimbursement		1	0	AR 1826 1/8/2026	10.5.2330.3320.000.0000	\$106.72
				Check #: 0		
					PO/InvoiceTotal:	\$475.25

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Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Vendor Total:						\$475.25
Rivera, Kristopher						
Check Group:						
KR - Mileage Reimbursement		1 0		KR 21726 2/17/2026	10.5.2330.3320.000.0000	\$399.11
Check #: 0						
PO/InvoiceTotal:						\$399.11
Vendor Total:						\$399.11
RUSSO POWER EQUIPMENT	844234					
Check Group:						
Edison - Ice Melt		1 0		SPI21410968 1/28/2026	20.5.2540.4100.100.0000	\$188.25
Home - Ice Melt		1 0		SPI21410968 1/28/2026	20.5.2540.4100.200.0000	\$188.25
Lincoln - Ice Melt		1 0		SPI21410968 1/28/2026	20.5.2540.4100.300.0000	\$188.25
Robinson - Ice Melt		1 0		SPI21410968 1/28/2026	20.5.2540.4100.400.0000	\$188.25
GWMS - Ice Melt		1 0		SPI21410968 1/28/2026	20.5.2540.4100.500.0000	\$188.25
Costello - Ice Melt		1 0		SPI21410968 1/28/2026	20.5.2540.4100.600.0000	\$188.25
Check #: 0						
PO/InvoiceTotal:						\$1,129.50
Vendor Total:						\$1,129.50
Ruth Poage						
Check Group:						
Meetings (1.26.26 - 2.9.26)		1 0		5 21726 2/17/2026	10.5.2210.3140.000.4932	\$5,600.00
Check #: 0						

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
						PO/InvoiceTotal: \$5,600.00
						Vendor Total: \$5,600.00
SAM'S CLUB DIRECT						
Check Group:						
Statement 1.20.26		1 0		437979636 12026 1/20/2026	10.5.1275.4100.000.3705	\$29.96
Statement 1.20.26		1 0		437979636 12026 1/20/2026	10.5.3000.4100.000.3706	\$10.98
Statement 1.20.26		1 0		437979636 12026 1/20/2026	10.5.1274.4100.000.3705	\$47.94
Statement 1.20.26		1 0		437979636 12026 1/20/2026	10.5.1275.4010.000.3705	\$834.21
						Check #: 0
						PO/InvoiceTotal: \$923.09
						Vendor Total: \$923.09
SASED 803058						
Check Group:						
CM - Prebill 2026 - Medical Aide		1 0		1002600275 2/9/2026	10.5.4120.3040.000.0000	\$83,873.93
VR - Prebill 2026 - Aide User Fee		1 0		1002600275 2/9/2026	10.5.4120.3040.000.0000	\$62,995.00
						Check #: 0
						PO/InvoiceTotal: \$146,868.93
						Vendor Total: \$146,868.93
SCHINDLER ELEVATOR CORPORATION 801536						
Check Group:						
Costello - Preventive Maintenance		1 0		4607359669 2/1/2026	20.5.2540.3230.500.0000	\$933.60
						Check #: 0
						PO/InvoiceTotal: \$933.60

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Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Vendor Total:						\$933.60
SCHOOL NURSE SUPPLY INC	805299					
Check Group:						
Economy 5 OZ Clear Plastic Cup - 100 Cups Per Tube		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$4.46
Housebrand Powder-Free Latex Exam Gloves - Medium - 100 Gloves Per Box		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$12.30
PURELL Advanced Hand Sanitizer - 1.5 Liter Pump Bottle (MFG# 5015-04)		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$26.60
Joslin ER Sling - Adult - Fits 90-250 Lbs - 5'-6'2"		2	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$11.38
Joslin ER Sling - Child - Fits 50-90 Lbs - 3'6" - 5'		5	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$27.50
Soft Peppermint Candy - 350 Per Tub		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$39.43
Alcohol Prep Pads - Medium - 200 Pads Per Box		2	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$6.26
Petroleum Jelly 5 G Foil Packs - 144 Per Box		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$16.10
ForeverFresh Disposable Bikini Underwear - X-Large, 50" Waist - 12 Per Package		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$17.05
Toddifresh Disposable Underwear - Size 6, 39-49 Lbs - 12 Per Package (MFG# 10126)		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$17.57
Splinter Out: 20 Per Pkg		1	260390	INV1079731 1/21/2026	10.5.2130.4100.200.0000	\$3.32
Check #: 0						
PO/InvoiceTotal:						\$181.97
Vendor Total:						\$181.97

SCHOOL SPECIALTY, INC.

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check Group:						
school samrt chalkpastels,assortes set of 144		2	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$109.04
Crayola Bulk Markers broad line black pack of 12		3	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$20.85
prang refillable oval watercolor trays oval pan white pack of 12		2	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$15.18
mod podge sealer and finish 1 quart jar		2	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$33.78
yasutomo fold-ems origami paper assorted color 100 sheets		2	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$22.00
SAX WATERCOLOR PAD 90LB 9X12 INCHES WHITE 24 SHEETS		10	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$51.80
AMACO AIR DRY MODELING CLAY 25 POUNDS GRAY		2	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$58.64
ELMER'S LIQUID SCHOOL GLUE QGALLON WHITE		2	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$35.68
SAX 50 SHEL T TABLE TOP DRYING RACK 16X20X30 INCHES BLACK		1	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$200.96
SHIPPING		1	260392	308104839203 1/29/2026	10.5.1110.4100.400.0002	\$99.00
Check #: 0						
PO/InvoiceTotal:						\$646.93
Vendor Total:						\$646.93
SEAL SOUTH, INC						
Check Group:						
DF - January 2026 Tuition		1	0	10648 1/30/2026	10.5.1912.6700.400.0000	\$4,485.12
Check #: 0						

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
						PO/InvoiceTotal: \$4,485.12
						Vendor Total: \$4,485.12
SHERWIN WILLIAMS #3451	844223					
Check Group:						
Costello - Paint		1 0		11968199270226 2/12/2026	20.5.2540.4100.600.0000	\$29.40
						Check #: 0
						PO/InvoiceTotal: \$29.40
						Vendor Total: \$29.40
SOARING EAGLE ACADEMY						
Check Group:						
KM - January 2026 Tuition		1 0		24138 1/31/2026	10.5.1912.6700.400.0000	\$9,909.45
						Check #: 0
						PO/InvoiceTotal: \$9,909.45
						Vendor Total: \$9,909.45
Solis, Maria Y						
Check Group:						
YS - Mileage Reimbursement		1 0		YS 21226 2/12/2026	10.5.2330.3320.000.0000	\$22.26
						Check #: 0
						PO/InvoiceTotal: \$22.26
						Vendor Total: \$22.26
Specialized Education of Illinois, Inc						
Check Group:						
AH - Tuition September 2025		1 0		INV229904 10/7/2025	10.5.1912.6700.500.0000	\$1,582.10
AH - Tuition January 2026		1 0		INV238701 2/9/2026	10.5.1912.6700.500.0000	\$5,695.56
						Check #: 0

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
						PO/InvoiceTotal: \$7,277.66
						Vendor Total: \$7,277.66
Sunbelt Staffing, LLC	845719					
Check Group:						
W.E. 1.17.26		1 0		21361279 1/18/2026	10.5.2642.3900.000.0000	\$3,150.00
W.E. 1.24.26		1 0		21368491 1/25/2026	10.5.2642.3900.000.0000	\$2,520.00
W.E. 1.31.26		1 0		21374334 2/1/2026	10.5.2642.3900.000.0000	\$3,240.00
W.E. 2.7.26		1 0		21380481 2/8/2026	10.5.2642.3900.000.0000	\$3,217.50
Check #: 0						
						PO/InvoiceTotal: \$12,127.50
						Vendor Total: \$12,127.50
T-MOBILE	845341					
Check Group:						
12.21.25 - 1.20.26		1 0		972033599 12126 1/21/2026	20.5.2540.3440.000.0000	\$150.00
Check #: 0						
						PO/InvoiceTotal: \$150.00
						Vendor Total: \$150.00
Terrazas, Janet						
Check Group:						
JT Mileage Reimbursement		1 0		JT 21726 2/17/2026	10.5.2330.3320.000.0000	\$105.57
Check #: 0						
						PO/InvoiceTotal: \$105.57
						Vendor Total: \$105.57
THOMSON REUTERS - WEST	845302					

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check Group:						
Online/Software Subscription Charges		1 0		853176497 2/1/2026	10.5.1205.3160.000.0000	\$761.20
Check #: 0						
PO/InvoiceTotal:						\$761.20
Vendor Total:						\$761.20
Tyler Technologies, Inc.						
Check Group:						
JS - GL Report Training/Assistance		1 0		025-540916 1/14/2026	10.5.2520.3900.000.0000	\$580.00
KC - Project Management		1 0		025-541333 1/21/2026	10.5.2520.3900.000.0000	\$85.00
Check #: 0						
PO/InvoiceTotal:						\$665.00
Vendor Total:						\$665.00
UNIQUE PRODUCTS						
Check Group:						
Robinson - Repairs		1 0		493125 1/26/2026	20.5.2540.3230.400.0000	\$318.35
GWMW - Repairs		1 0		493126 1/26/2026	20.5.2540.3230.500.0000	\$411.31
Check #: 0						
PO/InvoiceTotal:						\$729.66
Vendor Total:						\$729.66
Ventris Learning, LLC	845738					
Check Group:						
Teacher Manuals, ISBN: 978-1-7320468-2-5		30	260403	20261688 1/30/2026	10.5.1250.4100.000.4300	\$2,100.00
Shipping & Handling (7.5% with a minimum of \$20.00)		1	260403	20261688 1/30/2026	10.5.1250.4100.000.4300	\$157.50

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Check #: 0						
PO/InvoiceTotal:						\$2,257.50
Vendor Total:						\$2,257.50
VERIZON WIRELESS						
Check Group:						
Billing Period 12.24.25 - 1.23.26		1 0		6134285741 1/23/2026	20.5.2540.3440.000.0000	\$971.00
Check #: 0						
PO/InvoiceTotal:						\$971.00
Vendor Total:						\$971.00
VILLAGE OF BROOKFIELD						
Check Group:						
Lincoln Reading 1.3126	843997	1 0		4000067-001 2526 2/5/2026	20.5.2540.3700.300.0000	\$590.24
Check #: 0						
PO/InvoiceTotal:						\$590.24
Vendor Total:						\$590.24
VILLAGE OF LYONS WATER DEPARTMENT						
Check Group:						
Costello (11.16.25 - 1.15.26)	800597	1 0		013293-000 13126 1/31/2026	20.5.2540.3700.600.0000	\$869.00
Check #: 0						
PO/InvoiceTotal:						\$869.00
Vendor Total:						\$869.00
VILLAGE OF STICKNEY WATER DEPT						
Check Group:						
Home (1.13.26 - 2.10.26)	800060	1 0		101878 21126 2/11/2026	20.5.2540.3700.200.0000	\$491.57

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Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
Edison (1.13.26 - 2.10.26)		1	0	101884 21126 2/11/2026	20.5.2540.3700.100.0000	\$489.81
				Check #: 0		
					PO/InvoiceTotal:	\$981.38
					Vendor Total:	\$981.38
WEST 40 INTERMEDIATE SERVICE CENTER	804568					
Check Group:						
MA - 2026 SCOTY AWARD		1	0	2600683 2/3/2026	10.5.2310.3900.000.0000	\$95.00
AN - 2026 SCOTY AWARD		1	0	2600683 2/3/2026	10.5.2310.3900.000.0000	\$95.00
SG - 2026 SCOTY AWARD		1	0	2600701 2/4/2026	10.5.2310.3900.000.0000	\$95.00
				Check #: 0		
					PO/InvoiceTotal:	\$285.00
					Vendor Total:	\$285.00
Wheaton North High School	845619					
Check Group:						
DuPage County Social Studies Conference Registration		1	0	2026 DCSSC #64 1/8/2026	10.5.2210.3140.000.4932	\$100.00
				Check #: 0		
					PO/InvoiceTotal:	\$100.00
					Vendor Total:	\$100.00
Widaman Sign Corp.						
Check Group:						
Vehicle Maintenance		1	0	1306 2/11/2026	20.5.2540.3230.000.0000	\$625.00
				Check #: 0		
					PO/InvoiceTotal:	\$625.00
					Vendor Total:	\$625.00

Lyons School District 103

Voucher Detail Listing

Voucher Batch Number: 1180 02/24/2026

Fiscal Year: 2025-2026

Vendor Remit Name Description	Vendor #	QTY	PO No.	Invoice Invoice Date	Account	Amount
WILSON LANGUAGE	843966					
Check Group:						
Annual FUN HUB - Teacher Resources Subscription (7-1-25 - 6.30.26)		1 0		INV102989 6/12/2025	10.5.1250.4100.000.4300	\$550.00
				Check #: 0		
					PO/InvoiceTotal:	\$550.00
					Vendor Total:	\$550.00
Zaner-Bloser, Inc.						
Check Group:						
3rd Grade Handwriting Books		5 260342		INVZB97732 1/29/2026	10.5.1110.4200.300.0000	\$81.95
				Check #: 0		
					PO/InvoiceTotal:	\$81.95
					Vendor Total:	\$81.95
					Grand Total:	\$1,530,989.97

End of Report

Lyons School District 103

Payroll Journal Totals

Fiscal Year: 2025-2026

Pay Cycle:

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

Semi-monthly 130 12/16/2025 12/31/2025 01/15/2026

Item	Amount	Match-Amount	Wage Basis	Payee
Bank Account: 163759 OPERATING 103				
GROSS PAY:	895,327.46			
OVERTIME:	1,498.02			
A- Equitable 403b	8,978.90	0.00	203,914.42	OMNI-US
A- Fiduciary Trust Co.NH 403b	75.00	0.00	3,306.69	OMNI-US
A- First Investors/ADM 403b	50.00	0.00	3,979.71	OMNI-US
A- Great American Insurance Group 403b	150.00	0.00	6,383.63	OMNI-US
A- Lincoln Investment Planning 403b	3,005.33	0.00	29,485.53	OMNI-US
A- ROTH Equitable 403b	5,323.00	0.00	89,163.82	OMNI-US
A- ROTH Lincoln Investment 403b	50.00	0.00	2,371.75	OMNI-US
D- Direct Deposit 1	2,970.00	0.00	13,431.85	PAYROLL BANK ACCT
D- Direct Deposit 2	50.00	0.00	2,475.51	PAYROLL BANK ACCT
D- Direct Deposit-Net Pay	588,018.18	0.00	0.00	PAYROLL BANK ACCT
D- Numark Credit Union	4,450.76	0.00	69,716.09	NUMARK CREDIT UNION
G- Chaper 13 T. Hooper	175.00	0.00	3,784.06	THOMAS H. HOOPER
G- IL Child Support	792.30	0.00	10,256.11	EXPERT PAY
G- Illinois Levy F.Novoa	381.00	0.00	3,298.00	ILLINOIS DEPARTMENT OF REVENUE
I- 19 Pay Dental Aides Pre Tax	213.95	409.29	18,115.04	GUARDIAN
I- 19 Pay Dental Teachers/Nurses Pre Tax	50.30	75.92	6,342.88	GUARDIAN
I- 19 Pay Health Aides Pre Tax	1,972.26	7,267.81	17,129.40	BLUE CROSS BLUE SHIELD OF IL
I- 19 Pay Health Teachers/Nurse Pre Tax	767.82	4,031.09	10,195.67	BLUE CROSS BLUE SHIELD OF IL
I- 19 Pay Life Insurance Teachers/Aides	0.00	84.90	40,232.23	GUARDIAN
I- 19 Pay Vision Pre Tax Teacher/Aides	68.02	0.00	19,934.25	GUARDIAN
I- 19 Pay Vol- Accident Dis Teacher/Aide	34.86	0.00	7,733.81	GUARDIAN
I- 22 Pay Dental Support Staff Pre Tax	8.19	391.85	11,371.95	GUARDIAN
I- 22 Pay Health Support Staff Pre Tax	0.00	11,717.02	11,371.95	BLUE CROSS BLUE SHIELD OF IL
I- 22 Pay Life Insurance Support Staff	0.00	12.24	12,885.11	GUARDIAN
I- 22 Pay Vision Pre Tax Support Staff	11.38	0.00	5,158.99	GUARDIAN
I- 22 Pay Vol-Accident Dis Support Staff	6.98	0.00	1,622.53	GUARDIAN
I- 24 Pay Dental Aides Pre Tax	85.79	343.48	14,522.59	GUARDIAN
I- 24 Pay Dental Custodian Pre Tax	410.50	536.96	53,869.35	GUARDIAN
I- 24 Pay Dental District Admin Pre Tax	21.93	762.90	58,870.38	GUARDIAN
I- 24 Pay Dental School Admin Pre Tax	10.51	429.42	31,187.34	GUARDIAN
I- 24 Pay Dental Teachers/Nurse Pre Tax	3,296.27	5,176.30	516,350.74	GUARDIAN
I- 24 Pay Health Aides Pre Tax	1,501.61	6,554.87	14,727.93	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health Custodian Pre Tax	2,291.79	11,847.26	51,689.58	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health District Admin Pre Tax	0.00	20,141.94	64,705.47	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health School Admin Pre Tax	0.00	8,339.93	25,352.25	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health Teachers/Nurse Pre Tax	29,815.15	161,291.76	530,543.09	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Life Insurance District Admin	0.00	105.70	64,705.47	GUARDIAN
I- 24 Pay Life Insurance EE Custodian	46.66	73.96	57,187.88	GUARDIAN
I- 24 Pay Life Insurance School Admin	0.00	73.50	30,312.08	GUARDIAN
I- 24 Pay Life Insurance Teach/Aide/Nurs	0.00	1,605.80	633,676.88	GUARDIAN

Item	Amount	Match-Amount	Wage Basis	Payee
I- 24 Pay Vision Custodian Pre Tax	73.25	0.00	38,148.27	GUARDIAN
I- 24 Pay Vision District Admin Pre Tax	81.78	0.00	59,864.79	GUARDIAN
I- 24 Pay Vision School Admin Pre Tax	39.49	0.00	22,451.17	GUARDIAN
I- 24 Pay Vision Teach/Aides/Nurse	742.54	0.00	381,394.13	GUARDIAN
I- 24 Pay Vol- Accident Dis Custodian	42.26	0.00	19,680.89	GUARDIAN
I- 24 Pay Vol- Accident Dis Dist. Admin	32.00	0.00	19,380.64	GUARDIAN
I- 24 Pay Vol- Accident Dis School Admin	16.66	0.00	8,023.09	GUARDIAN
I- 24 Pay Vol-Accident Dis Teach/Aide/Nu	415.84	0.00	125,846.07	GUARDIAN
I- Excess Life Insurance Admin	0.00	0.00	214.75	DEPARTMENT OF THE TREASURY
I- Excess Life Insurance Custodian	0.00	0.00	45.37	DEPARTMENT OF THE TREASURY
I- Excess Life Insurance Teachers/Nurses	0.00	0.00	1,301.93	DEPARTMENT OF THE TREASURY
I- Group LTD Insurance - All EE's	0.00	1,742.04	841,529.57	GUARDIAN
I- Vol Critical Illness All EE's	533.41	0.00	149,087.30	GUARDIAN
I- Vol Critical Illness Child(s) All EEs	0.00	0.00	2,475.51	GUARDIAN
I- Vol Critical Illness Spouse All EEs	91.29	0.00	50,298.53	GUARDIAN
I- Vol HSA	7,658.45	0.00	281,048.01	FIRST AMERICAN BANK
I- Vol Life Child(ren)-All EE's	21.65	0.00	83,594.59	GUARDIAN
I- Vol Life Spouse-All EE's	50.22	0.00	86,497.39	GUARDIAN
I- Voluntary DC FSA	590.82	0.00	14,164.73	LYONS SCHOOL D103 FLEX
I- Voluntary HC FSA	782.96	0.00	47,119.78	LYONS SCHOOL D103 FLEX
I- Voluntary LEX HC FSA	124.57	0.00	18,387.63	LYONS SCHOOL D103 FLEX
I- Voluntary Life/ADD-All EE's	841.94	0.00	264,404.78	GUARDIAN
I- Voluntary Transit FSA	14.00	0.00	3,386.20	FIRST AMERICAN BANK
P- IMRF Additional Contribution	2,161.49	0.00	27,332.25	ILLINOIS MUNICIPAL RETIRMENT FUND
P- IMRF BDPD	0.00	1,364.45	11,093.11	ILLINOIS MUNICIPAL RETIRMENT FUND
P- IMRF EE/ER Contribution	7,669.15	13,293.23	170,426.12	ILLINOIS MUNICIPAL RETIRMENT FUND
P- IMRF VAC for BDPD EE Only	563.94	0.00	5,639.36	ILLINOIS MUNICIPAL RETIRMENT FUND
P- THIS BDPD	0.00	1,150.92	73,306.09	TEACHERS HEALTH INSURANCE SECURITY
P- THIS EE/ER	5,781.87	4,303.48	642,369.81	TEACHERS HEALTH INSURANCE SECURITY
P- TRS EE 9.0 BDPD	0.00	6,597.55	73,306.09	TEACHERS RETIREMENT SYSTEM
P- TRS EE/ER	57,813.32	3,725.63	642,369.81	TEACHERS RETIREMENT SYSTEM
P- TRS ER 0.58 BDPD	0.00	425.19	73,306.09	TEACHERS RETIREMENT SYSTEM
P- TRS Fed - Funds	0.00	2,551.72	24,677.77	TEACHERS RETIREMENT SYSTEM
P- TRS SSP 457	901.24	0.00	30,041.69	TEACHERS RETIREMENT SYSTEM
P- TRS SSP 457 Roth	100.00	0.00	2,205.30	TEACHERS RETIREMENT SYSTEM
T- Federal Taxes	60,269.25	0.00	763,329.39	DEPARTMENT OF THE TREASURY
T- FICA Medicare	12,395.32	12,395.32	854,850.94	DEPARTMENT OF THE TREASURY
T- FICA Social Security	11,230.55	11,230.55	181,137.46	DEPARTMENT OF THE TREASURY
T- State Taxes IL	37,441.37	0.00	763,329.39	ILLINOIS DEPARTMENT OF REVENUE
U- Custodian COPE	47.00	0.00	41,095.23	SEIU LOCAL 73 - COPE CONTRIBUTIONS
U- Custodian Union Dues	751.60	0.00	59,462.57	SEIU LOCAL 73 - UNION DUES
U- Paraprofessional COPE	25.00	0.00	3,121.20	SEIU LOCAL 73 - COPE CONTRIBUTIONS
U- Paraprofessional Union Dues	583.44	0.00	43,219.49	SEIU LOCAL 73 - UNION DUES
U- Teacher Union Dues	11,265.29	0.00	613,244.33	WEST SUBURBAN TEACHERS UNION LOCAL 571
Deductions Total:	876,236.40	300,053.98		
Employee Net:	20,589.08			

Lyons School District 103

Payroll Journal Totals

Fiscal Year: 2025-2026

Pay Cycle:

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

Semi-monthly

140 01/01/2026 01/15/2026 01/30/2026

Item	Amount	Match-Amount	Wage Basis	Payee
Bank Account: 163759 OPERATING 103				
GROSS PAY:	923,557.71			
OVERTIME:	3,749.49			
A- Equitable 403b	9,978.90	0.00	206,496.88	OMNI-US
A- Fiduciary Trust Co.NH 403b	75.00	0.00	3,306.69	OMNI-US
A- First Investors/ADM 403b	50.00	0.00	3,979.71	OMNI-US
A- Great American Insurance Group 403b	150.00	0.00	6,383.63	OMNI-US
A- Lincoln Investment Planning 403b	3,275.83	0.00	29,485.53	OMNI-US
A- ROTH Equitable 403b	5,323.00	0.00	88,441.25	OMNI-US
A- ROTH Lincoln Investment 403b	50.00	0.00	2,371.75	OMNI-US
D- Direct Deposit 1	2,970.00	0.00	13,431.85	PAYROLL BANK ACCT
D- Direct Deposit 2	2,050.00	0.00	5,664.69	PAYROLL BANK ACCT
D- Direct Deposit-Net Pay	607,189.55	0.00	0.00	PAYROLL BANK ACCT
D- Numark Credit Union	4,450.76	0.00	69,873.62	NUMARK CREDIT UNION
G- Chaper 13 T. Hooper	175.00	0.00	3,784.06	THOMAS H. HOOPER
G- IL Child Support	792.30	0.00	10,069.56	EXPERT PAY
I- 19 Pay Dental Aides Pre Tax	213.95	409.29	18,115.04	GUARDIAN
I- 19 Pay Dental Teachers/Nurses Pre Tax	50.30	75.92	6,342.88	GUARDIAN
I- 19 Pay Health Aides Pre Tax	1,972.26	7,267.81	17,129.40	BLUE CROSS BLUE SHIELD OF IL
I- 19 Pay Health Teachers/Nurse Pre Tax	767.82	4,031.09	10,195.67	BLUE CROSS BLUE SHIELD OF IL
I- 19 Pay Life Insurance Teachers/Aides	0.00	84.90	40,232.23	GUARDIAN
I- 19 Pay Vision Pre Tax Teacher/Aides	68.02	0.00	19,934.25	GUARDIAN
I- 19 Pay Vol- Accident Dis Teacher/Aide	34.86	0.00	7,733.81	GUARDIAN
I- 22 Pay Dental Support Staff Pre Tax	8.19	391.85	11,371.95	GUARDIAN
I- 22 Pay Health Support Staff Pre Tax	0.00	11,717.02	11,371.95	BLUE CROSS BLUE SHIELD OF IL
I- 22 Pay Life Insurance Support Staff	0.00	12.24	12,885.11	GUARDIAN
I- 22 Pay Vision Pre Tax Support Staff	11.38	0.00	5,158.99	GUARDIAN
I- 22 Pay Vol-Accident Dis Support Staff	6.98	0.00	1,622.53	GUARDIAN
I- 24 Pay Dental Aides Pre Tax	85.79	343.48	14,531.26	GUARDIAN
I- 24 Pay Dental Custodian Pre Tax	410.50	536.96	52,220.55	GUARDIAN
I- 24 Pay Dental District Admin Pre Tax	21.93	762.90	57,467.38	GUARDIAN
I- 24 Pay Dental School Admin Pre Tax	10.51	429.42	31,187.34	GUARDIAN
I- 24 Pay Dental Teachers/Nurse Pre Tax	3,296.27	5,176.30	516,149.33	GUARDIAN
I- 24 Pay Health Aides Pre Tax	1,501.61	6,554.87	14,736.60	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health Custodian Pre Tax	2,291.79	11,847.26	50,231.75	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health District Admin Pre Tax	0.00	20,141.94	63,302.47	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health School Admin Pre Tax	0.00	8,339.93	25,352.25	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Health Teachers/Nurse Pre Tax	29,815.15	161,291.76	530,341.68	BLUE CROSS BLUE SHIELD OF IL
I- 24 Pay Life Insurance District Admin	0.00	105.70	63,302.47	GUARDIAN
I- 24 Pay Life Insurance EE Custodian	46.66	73.96	55,264.68	GUARDIAN
I- 24 Pay Life Insurance School Admin	0.00	73.50	30,312.08	GUARDIAN
I- 24 Pay Life Insurance Teach/Aide/Nurs	0.00	1,605.80	633,484.14	GUARDIAN
I- 24 Pay Vision Custodian Pre Tax	73.25	0.00	37,483.22	GUARDIAN

Item	Amount	Match-Amount	Wage Basis	Payee
I- 24 Pay Vision District Admin Pre Tax	81.78	0.00	58,461.79	GUARDIAN
I- 24 Pay Vision School Admin Pre Tax	39.49	0.00	22,451.17	GUARDIAN
I- 24 Pay Vision Teach/Aides/Nurse	742.54	0.00	381,201.39	GUARDIAN
I- 24 Pay Vol- Accident Dis Custodian	42.26	0.00	18,916.38	GUARDIAN
I- 24 Pay Vol- Accident Dis Dist. Admin	32.00	0.00	19,380.64	GUARDIAN
I- 24 Pay Vol- Accident Dis School Admin	16.66	0.00	8,023.09	GUARDIAN
I- 24 Pay Vol-Accident Dis Teach/Aide/Nu	415.84	0.00	126,367.23	GUARDIAN
I- Excess Life Insurance Admin	0.00	0.00	211.75	DEPARTMENT OF THE TREASURY
I- Excess Life Insurance Custodian	0.00	0.00	45.37	DEPARTMENT OF THE TREASURY
I- Excess Life Insurance Teachers/Nurses	0.00	0.00	1,301.93	DEPARTMENT OF THE TREASURY
I- Group LTD Insurance - All EE's	0.00	1,742.04	838,010.63	GUARDIAN
I- Vol Critical Illness All EE's	533.41	0.00	148,527.08	GUARDIAN
I- Vol Critical Illness Child(s) All EEs	0.00	0.00	2,475.51	GUARDIAN
I- Vol Critical Illness Spouse All EEs	91.29	0.00	50,298.53	GUARDIAN
I- Vol HSA	7,698.45	0.00	280,846.60	FIRST AMERICAN BANK
I- Vol Life Child(ren)-All EE's	21.65	0.00	84,189.70	GUARDIAN
I- Vol Life Spouse-All EE's	50.22	0.00	86,497.39	GUARDIAN
I- Voluntary DC FSA	590.82	0.00	14,164.73	LYONS SCHOOL D103 FLEX
I- Voluntary HC FSA	782.96	0.00	45,716.78	LYONS SCHOOL D103 FLEX
I- Voluntary LEX HC FSA	124.57	0.00	18,387.63	LYONS SCHOOL D103 FLEX
I- Voluntary Life/ADD-All EE's	841.94	0.00	264,418.13	GUARDIAN
I- Voluntary Transit FSA	14.00	0.00	3,386.20	FIRST AMERICAN BANK
P- IMRF Additional Contribution	2,291.05	0.00	27,594.81	ILLINOIS MUNICIPAL RETIRMENT FUND
P- IMRF BDPD	0.00	1,364.45	11,093.11	ILLINOIS MUNICIPAL RETIRMENT FUND
P- IMRF EE/ER Contribution	8,198.90	14,211.39	182,197.45	ILLINOIS MUNICIPAL RETIRMENT FUND
P- IMRF VAC for BDPD EE Only	563.94	0.00	5,639.36	ILLINOIS MUNICIPAL RETIRMENT FUND
P- THIS BDPD	0.00	1,150.92	73,306.09	TEACHERS HEALTH INSURANCE SECURITY
P- THIS EE/ER	5,934.95	4,417.46	659,372.36	TEACHERS HEALTH INSURANCE SECURITY
P- TRS EE 9.0 BDPD	0.00	6,597.55	73,306.09	TEACHERS RETIREMENT SYSTEM
P- TRS EE/ER	59,343.53	3,824.36	659,372.36	TEACHERS RETIREMENT SYSTEM
P- TRS ER 0.58 BDPD	0.00	425.19	73,306.09	TEACHERS RETIREMENT SYSTEM
P- TRS Fed - Funds	0.00	2,432.28	23,522.77	TEACHERS RETIREMENT SYSTEM
P- TRS SSP 457	909.20	0.00	30,307.14	TEACHERS RETIREMENT SYSTEM
P- TRS SSP 457 Roth	100.00	0.00	2,205.30	TEACHERS RETIREMENT SYSTEM
T- Federal Taxes	62,794.00	0.00	790,276.61	DEPARTMENT OF THE TREASURY
T- FICA Medicare	12,836.72	12,836.72	885,289.66	DEPARTMENT OF THE TREASURY
T- FICA Social Security	12,066.02	12,066.02	194,613.63	DEPARTMENT OF THE TREASURY
T- State Taxes IL	38,817.57	0.00	790,276.61	ILLINOIS DEPARTMENT OF REVENUE
U- Custodian COPE	47.00	0.00	39,862.48	SEIU LOCAL 73 - COPE CONTRIBUTIONS
U- Custodian Union Dues	740.64	0.00	57,355.18	SEIU LOCAL 73 - UNION DUES
U- Paraprofessional COPE	25.00	0.00	3,121.20	SEIU LOCAL 73 - COPE CONTRIBUTIONS
U- Paraprofessional Union Dues	583.55	0.00	43,228.16	SEIU LOCAL 73 - UNION DUES
U- Teacher Union Dues	11,265.29	0.00	613,042.92	WEST SUBURBAN TEACHERS UNION LOCAL 571
Deductions Total:	905,854.80	302,342.28		
Employee Net:	21,452.40			
Bank Acct Total:	1,229,649.48	71		

GENERAL FUND		Totals for All Accounts			
		Costello Elementary School			
		Account #			
					\$8,678.91
12/19/2025	1439	Migala(reim crossing guards xmas gifts)	50		\$8,628.91
1/5/2026	1440	Migala(reim yearbook photos)	14.79		\$8,614.12
1/8/2026		Deposit(Fun Pac)		1630	\$10,244.12
1/12/2026	1441	Jamrose(Reim. 4/5 grade pizza attendance	252.64		\$9,991.48
1/27/2026	1442	Migala (reim Scoty gift)	50		\$9,941.48
2/10/2026		Deposit(Scholastick Book Fair sales)		2692.3	\$12,633.78
2/10/2026	1443	Scholastic Book Fair	2692.29		\$9,941.49
2/11/2026	1444	Alonzo(reim. School supply items-Student Council)	82.9		\$9,858.59
2/13/2026	1445	Egan(reim. Yearbook photo processing)	38.81		\$9,819.78

EDISON ACTIVITY ACCOUNT - 2025-2026

January 2026					
Date	Check Number	Transaction	Debit	Credit	Total
		Balance Brought Forward			\$25,704.82
		(No Activity)			\$25,704.82
February 2026					
Date	Check Number	Transaction	Debit	Credit	Total
		Balance Brought Forward			\$25,704.82
					\$25,704.82

HOME SCHOOL GENERAL LEDGER

Date	Ck.#	Description	Disbursements	Receipts	Balance
7/1/2025		STARTING BALANCE			\$ 4,078.19
9/22/2025	1192	AlphaBet Soup Productions - 3rd grade field trip	\$210.00		\$ 3,868.19
9/26/2025		Deposit - Library Grant		\$450.00	\$ 4,318.19
9/26/2025		Deposit - Van Gogh Commission		\$139.62	\$ 4,457.81
9/26/2025	1193	Follett Content Solutions - Library Books	\$154.85		\$ 4,302.96
09/26/25	1194	Lisa Kesman-reimbursement for Safety Patrol vests	\$76.05		\$ 4,226.91
09/26/25	1195	Lisa Kesman-reimbursement for school safety materials	\$122.79		\$ 4,104.12
10/16/2025	1196	LaTasha Bailey-reimbursement for anti-bullying books 4th & 5th grades	\$55.76		\$ 4,048.36
10/16/2025	1197	LaTasha Bailey - reimbursement for yoga mats - Social Work	\$35.35		\$ 4,013.01
10/16/2025	1198	LaTasha Bailey - reimbursement for anti-bullying books Kg - 3rd grades	\$64.31		\$ 3,948.87
10/16/2025	1199	LaTasha Baley - reimbursement for UFLI manuals Kg - 1st grades	\$253.59		\$ 3,695.11
10/17/2025	1200	Dave DiNaso Traveling world of Reptiles - PBS Assembly	\$300.00		\$ 3,375.11
10/22/2025	1201	Follett Content Solutions - Library Books	\$349.38		\$ 3,045.73
10/27/2025	1202	Dave DiNaso World of Reptiles - Additional payment	\$50.00		\$ 2,995.73
10/29/2025	1203	Follett Content Solutions - Library Books	\$532.97		\$ 1,462.76
10/29/2025	1204	Follett Content Solutions - Library Books	\$162.50		\$ 2,300.26
10/29/2025		Deposit - money for recorders for 3rd grade music class		\$149.00	\$ 2,449.26
10/29/2025	1205	West Music - recorders for 3rd grade music class	\$145.75		\$ 2,303.51
11/3/2025	1206	Burbank Sports - 3 basketball uniforms	\$360.00		\$ 1,943.51
12/15/2025	1207	Lisa Kesman-reimbursement for Smencils for Smencil Sale	\$520.00		\$ 1,423.51
12/15/2025		Deposit - Smencil Sale		\$520.00	\$ 1,943.51
12/15/2025		Deposit - Fun Pacs		\$1,465.00	\$ 3,408.51
1/15/2026	1208	Lisa Kesman - postage reimbursement for certified letter	\$9.70		\$ 3,398.81
2/6/2026	1209	Rebecca Colucci - reimbursement for sheet music	\$55.94		\$ 3,342.87

Date **Check
Number**

Transaction

Debit

Credit

Total

Robinson

Balance forward

\$18,753.35

JAN-FEB 2026

Date **Check**

Transaction

Debit

Credit

Total

1/21/2026

1338

Maricela Mendoza(fountain)

207.16

\$18,546.19

1/29/2026

1339

Paisans Pizza(parent-teacher conference)

200.00

\$18,346.19

2/2/2026

1340

Maricela Mendoza replacement in the art

678.96

\$17,667.23

2/11/2026

1341

MARICELA MENDOZA(DIGITAL POSTER)

7.99

\$17,659.24

General fund

Totals for all accounts

GWMS

Date	Check #	Description	Disbursement	Receipts	Balance
28-Jan		2037 Christina Lareau-Donut party	43.69		\$34,550.76
28-Jan		2038 Taylor Koc- Student Pizza prize	34.83		\$34,515.93
28-Jan		2039 Paisans- Girls B-Ball party	133.6		\$34,382.33
29-Jan		2040 Paisans- PTC Lunch	259.7		\$34,122.63
5-Feb		2041 Paisans - 6th Grade B-ball party	146.04		\$33,976.59
6-Feb		2042 T&M Sports- Volleyball hoodies	770		\$33,206.59
6-Feb		2043 T&M Sports- PBIS-Spiritwear	360		\$32,846.59
6-Feb		2044 Custom Ink BOC	127.35		\$32,719.24
10-Feb		2045 Elizabeth Webster- Student Council Candy	54.9		\$32,664.34
13-Feb		2046 Taylor Koc- Valentine's Trivia Prize (Candy)	39.08		\$32,625.26
13-Feb	Deposit	Sports/GWMS/BOC/Grad/Postage		3820.24	\$36,445.50

MINUTES OF THE REGULAR MEETING
OF THE BOARD OF EDUCATION
LYONS ELEMENTARY SCHOOL DISTRICT 103
George Washington Middle School, Cafeteria
8101 Ogden Avenue, Lyons, IL 60534 at 6:00 P.M.
Tuesday, January 27, 2026

I. Call to Order

The regular meeting of the Board of Education was called to order at 6:00 p.m. by Vice President Rodriguez.

II. Roll Call

Members Physically Present:	Slagiana Aleksikj Sara Andreas Nancy Miller Olivia Quintero Mario Ramirez Jorge Torres
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Absent:	Mario Ramirez Winifred Rodriguez
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III. Reading of Communications

None

IV. Year-to-Date Financials

President Jorge Torres stated the financials are attached to the agenda for the public to view.

(Mario Ramirez entered the meeting at 6:07 pm)

V. Superintendent Report

Superintendent Rivera presented a mid-year update on the District Goals, noting that the administration and the Board remain aligned on these objectives. He provided an overview of the five core pillars: Safety, Education, Programs & Services, Facilities, and Community Outreach.

Superintendent Rivera reported significant proficiency gains: for 2023-24, math increased by 12.2% and ELA by 19.5%. He noted that while the state changed its reporting formula for the 2024-25 school year, gains continued with 16.1% in

math and 28.4% in ELA; for 2025-26, math increased by 22.5% and ELA by 42%.

Additionally, Superintendent Rivera shared that a video survey was conducted specifically for families of students identified as chronically absent. Regarding school performance designations, he reported that 21% of schools/metrics were rated as Exemplary, 31% as Commendable, and 23% as Approaching.

Following the data review, he discussed the Multi-Tiered System of Supports (MTSS) Pyramid and highlighted new initiatives, including the Gifted/High Abilities pilot program at Edison, increased principal walkthroughs, and individualized coaching cycles. A brief overview of Transitional Bilingual Education (TBE) programming was also provided.

Superintendent Rivera reported that \$3.3 million in roofing section replacements were completed during the summer of 2025 at George Washington Middle School (GWMS), Robinson, and Lincoln. Looking ahead to the summer of 2026, tentative projects include additional roofing at Lincoln and GWMS, the first phase of district-wide classroom ventilator replacements, PA system upgrades, and the Costello Chiller Plant project.

Finally, the Superintendent highlighted the success of recent community outreach efforts and reported on competitive grant totals, specifically citing the Teacher Vacancy Grant. He also noted that the middle schools have integrated Spanish Language Arts into the Specials/Elective course schedule.

VI. Closed Session

Olivia Quintero moved seconded by Mario Ramirez to go into Closed Executive Session at 6:46 p.m. to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees pursuant to Section 2(c)(1) of the Open Meetings Act, 5 ILCS 120/2(c)(1); collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, pursuant to Section 2(c)(2) of the Open Meetings Act, 5 ILCS 120/2(c)(2); and, pending litigation of the public body pursuant to Section 120/2(c)(11) of the Open Meetings Act.

Upon Roll Call:

Ayes:

Slagiana Aleksikj
Sara Andreas
Nancy Miller
Olivia Quintero
Mario Ramirez
Jorge Torres

Nays: None

Absent: Winifred Rodriguez

Motion carried

VII. Return to Open Session

Mario Ramirez moved seconded by Olivia Quintero to return to Open Session at 7:21 p.m.

Upon Roll Call:

Ayes: Slagiana Aleksikj
Sara Andreas
Nancy Miller
Olivia Quintero
Mario Ramirez
Jorge Torres

Nays: None

Absent: Winifred Rodriguez

Motion carried

VIII. Public Comment

None

IX. Consent Agenda

Olivia Quintero moved seconded by Mario Ramirez to approve the Consent Agenda, as presented.

Upon Roll Call:

Ayes: Slagiana Aleksikj
Sara Andreas
Nancy Miller
Olivia Quintero
Mario Ramirez
Jorge Torres

Nays: None

Absent:

Winifred Rodriguez

Motion carried

- A. Authorize Payment of Monthly Bills for January 2026
 - 1. Board Bills January 2026
 - 2. Activity Accounts January 2026
- B. Approval of Minutes
 - 1. Regular Minutes of December 16, 2025
 - 2. Confidential Minutes of December 16, 2025
- C. Resolution No. 01.27.26 Authorizing and Approving Employment Actions

X. Action Items

Approval of Side Letter/Amendment to Current Teacher's Collective Bargaining Agreement

Olivia Quintero moved seconded by Mario Ramirez to approve the Board of Education of Lyons School District 103 and Custodial/Maintenance - Local 73 Agreed Language and Financials effective July 1, 2025 and authorize Superintendent Rivera to finalize the CBA for the period July 1, 2025 through June 30, 2029 by inserting and deleting this agreed language and financials and authorize Board President to sign the finalized CBA.

Upon Roll Call:

Ayes:

Slagiana Aleksikj
Sara Andreas
Nancy Miller
Olivia Quintero
Mario Ramirez
Jorge Torres

Nays:

None

Absent:

Winifred Rodriguez

Motion carried

Approval of 2026-2027 School Calendar

Olivia Quintero moved seconded by Nancy Miller to approve the 2026-2027 school calendar, as presented.

Upon Roll Call:

Ayes:	Slagiana Aleksikj Sara Andreas Nancy Miller Olivia Quintero Mario Ramirez Jorge Torres
Nays:	None
Absent:	Winifred Rodriguez

Motion carried

Approval of Custodian's Collective Bargaining Agreement

Mario Ramirez moved seconded by Olivia Quintero to approve the Board of Education of Lyons School District 103 and Custodial/Maintenance - Local 73 Agreed Language and Financials effective July 1, 2025 and authorize Superintendent Rivera to finalize the CBA for the period July 1, 2025 through June 30, 2029 by inserting and deleting this agreed language and financials and authorize Board President to sign the finalized CBA.

Upon Roll Call:

Ayes:	Nancy Miller Olivia Quintero Mario Ramirez Slagiana Aleksikj Sara Andreas Jorge Torres
Nays:	None
Absent:	Winifred Rodriguez

Motion carried

XI. Adjournment

Olivia Quintero moved seconded by Nancy Miller to adjourn at 7:25 p.m.

Upon Voice Vote there were 6 Ayes, 0 Nays, 1 Absent

Sara Andreas, Secretary

Jorge Torres, President

**LYONS SCHOOL DISTRICT 103 BOARD RESOLUTION NO. 02.24.26
RESOLUTION AUTHORIZING AND APPROVING EMPLOYMENT ACTIONS**

WHEREAS, the Superintendent has submitted to the Board of Education of Lyons School District 103 a list of employment actions; and

WHEREAS, the Board of Education has reviewed the proposed employment actions for the month, as set forth in **Exhibit A** attached hereto,

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of Lyons School District 103, County of Cook, State of Illinois, as follows:

1. The Board hereby approves the employment actions set forth in **Exhibit A**, as submitted by the Superintendent.
2. The Superintendent is authorized and directed to take all necessary actions to implement the approved employment actions in accordance with applicable laws, board policies, and employment contracts.

ADOPTED this 24th day of February, 2026, by the following roll call vote:

BOARD MEMBER	AYES	NAYES	ABSENT	ABSTAIN
Jorge Torres, President				
Winifred Rodriguez, Vice President				
Sara Andreas, Secretary				
Slagjana Aleksikj				
Nancy Miller				
Mario Ramirez				
Olivia Quintero				

President, Board of Education

Attest:

Secretary, Board of Education

EXHIBIT A

EMPLOYMENT ACTIONS Lyons School District 103 Board of Education February 24, 2026

APPROVAL OF SUPPORT STAFF EMPLOYMENT

NAME	SCHOOL	POSITION	START DATE	WAGES
Mical Martinez	Lincoln	Full-Time Parent Educator (currently part-time)	02/02/26	\$20.78/hr
Hillary Leanos	Home	Building Secretary (Internal transfer from Parent Liaison)	7/27/26	\$20.20/hr
Jamie Hurley	District	Human Resource Generalist	Pending Pre-Employment	\$60,346.96/yr
Peggy Taboas	Robinson	School Nurse	Pending Pre-Employment	\$62,654.96/yr

APPROVAL OF LEAVE OF ABSENCE

NAME	SCHOOL	POSITION	DATE
Samantha DeNatale	Home	Special Education Teacher	2/1/26 - 5/29/26
Gabriela Garcia-Zapata	Robinson	ESL Teacher	2/6/26 - 3/23//26
Thomas Houda	Lincoln	Custodian	01/22/26 - 5/29/26
Samantha James	Costello	Student Services Coordinator	9/4/25 - 6/23/26
Brenna Klabacha	Costello	Special Education Teacher	1/30/26 - 2/9/26
Ruth Mutters	Costello/Robinson	Art Teacher	08/10/26 - 09/14/26 (Previously approved on 12/16/25 as 5/26/2026 - End of SY)

APPROVAL OF RETIREMENT

NAME	SCHOOL	POSITION	DATE
Lisa Kesman	Home	School Secretary	06/12/2026
Denise Muszynski	Robinson	Intervention Teacher	End of 25-26 SY

Dated: February 24, 2026

Approved By:

Sara Andreas, Secretary

Jorge Torres, President

**RESOLUTION AUTHORIZING ADMINISTRATOR
CONTRACTS FOR THE 2026-2027 SCHOOL YEAR**

Whereas, the Board of Education of Lyons School District No. 103 (“Board”), after receiving recommendations from the Superintendent desires to authorize administrator contracts and establish contract terms including salary.

BE IT RESOLVED by the Board of Education of Lyons School District No. 103, Cook County, Illinois, as follows:

SECTION 1: That this Board hereby determines that the contract language, attached as Exhibits 1-10, is approved for the following administrator employment positions:

Position	Contract
Certified District Administrator	Ex. 1
Certified District Administrator	Ex. 2
Non-Certified District Administrator	Ex. 3
School Principal & Safety Director	Ex. 4
School Assistant Principal & District Athletic Director	Ex. 5
Middle School Principal	Ex. 6
Elementary School Principal	Ex. 7
Elementary School Principal - Insurance Waiver	Ex. 8
School Assistant Principal	Ex. 9
School Dean & Attendance Director	Ex. 10

Section 2: The issuance to the administrator the type of contract, salary, and position listed below is authorized and approved for the 2026-2027 school year:

Name	Salary	Contract	Position
Regina Redd	\$133,131.82	Ex 1	Director – Curriculum & Instruction
Kim West	\$136,979.86	Ex. 1	Director – Student Services
Guadalupe Vander Ploeg	\$133,131.82	Ex. 2	Director – English Language Services
William Channell	\$128,750.00	Ex. 3	Business Manager
Stephanie Koenig	\$133,131.82	Ex. 3	Director – Human Resources
Christopher Jamrose	\$131,507.02	Ex. 4	School Principal & District Safety Director
Ana Verduzco	\$114,698.78	Ex. 5	School Assistant Principal & District Athletic Director
Christopher Cybulski	\$133,131.82	Ex. 6	Middle School Principal
LaTasha Bailey	\$111,556.31	Ex. 7	Elementary School Principal
Brandon Baisden	\$112,180.18	Ex. 7	Elementary School Principal
Nicole Lawler	\$123,797.47	Ex. 8	Elementary School Principal - Insurance Waiver
Emelia Zarenana	\$ 91,574.75	Ex. 9	School Assistant Principal
Raashida Washington-Sabree	\$102,700.00	Ex. 10	School Dean & Attendance Director

**RESOLUTION AUTHORIZING ADMINISTRATOR
CONTRACTS FOR THE 2026-2027 SCHOOL YEAR**

SECTION 3: That the Superintendent of Lyons School District 103, as well as the Board President and its Secretary, are hereby authorized and directed to carry out and effect the terms of this Resolution.

SECTION 4: This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 24th day of February, 2026, by the following roll-call vote:

BOARD MEMBER	AYES	NAYES	ABSENT	ABSTAIN
Jorge Torres, President				
Winifred Rodriguez, Vice President				
Sara Andreas, Secretary				
Slagjana Aleksikj				
Nancy Miller				
Mario Ramirez				
Olivia Quintero				

By:

President, Board of Education

Attest:

Secretary, Board of Education

EXHIBIT 1

CERTIFIED DISTRICT ADMINISTRATOR **EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ ("____th") day of _____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the _____ for the 2026-2027 school year beginning July 1, 2026, and ending June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2026, through June 30, 2027, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.

b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.

c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.

d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

4. Other Benefits

a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the

national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause.

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be

accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board:

Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator:

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 2

CERTIFIED DISTRICT ADMINISTRATOR **EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ (“th”) day of _____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the Director of English Language Services for the 2026-2027 school year beginning July 1, 2026, and ending June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of One Hundred _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2026, through June 30, 2027, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.

b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.

c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.

d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

4. Other Benefits

a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the

national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. REIMBURSEMENT OF BUSINESS EXPENSES

It is anticipated and agreed that the Administrator shall be required to incur certain expenses for the business of the District. The District agrees to reimburse the Administrator for flight expenses and vehicle rental expenses, incurred by them on behalf of the District, subject; however, to the Administrator substantiation of same and the District's prior approval from the Superintendent or designee of any such expense. The Administrator shall provide documentation to support such expenses to the Superintendent and his or her designee within thirty days of incurring such expense.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

4. The Administrator and District agree that the Administrator may work remotely to perform the duties set forth in the Administrator's job description for two out of the four weeks of every month. While the Administrator is working remotely, Administrator shall be fully accessible by telephone, e-mails and other methods implemented by the District

and shall be required to perform District work during the school day. The Administrator must use sick, personal, or vacation leave if not performing work during the school day while working remotely. The Administrator shall work at the District's office for two weeks out of every month, with specific in District weeks scheduled by the Superintendent prior to the beginning of the 2026-2027 school year. The Superintendent may adjust the in-District and remote work schedule during the school year as necessary to meet the operational needs of the District, with reasonable notice to the Administrator. The Administrator shall maintain accurate records of remote work days and hours and submit them to the Superintendent upon request.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or

c. Discharge for cause;

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. **MEDICAL EXAMINATION**

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at the Board's expense and performed by a physician selected by the Board.

J. **TERMINATION AT END OF AGREEMENT**

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. **BACKGROUND INVESTIGATION**

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 3

NON-CERTIFIED DISTRICT ADMINISTRATOR EMPLOYMENT AGREEMENT

AGREEMENT made on the _____ ("____th") day of _____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the _____ for the 2026-2027 school year beginning July 1, 2026, and ending June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **IMRF Contributions.** The Board shall pay the Illinois Municipal Retirement Fund employer contribution as required by statute.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and

b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and

c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and

d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2026, through June 30, 2027, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator is entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

3. In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

4. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

5. The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.

b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.

c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.

d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

6. Other Benefits

a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's

performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. **Discharge for Cause.** Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board:

Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator:

At the last known address on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 4

SCHOOL PRINCIPAL & DISTRICT SAFETY DIRECTOR EMPLOYMENT AGREEMENT

AGREEMENT made on the ____ (“__th”) day of ____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and ____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as a Principal and Safety Director for the 2026-2027 school year which begins July 1, 2026, and ends June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. This salary is comprised of \$_____ as compensation for the Safety Director position and \$_____ as compensation for the Principal position. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a.** Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b.** Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c.** 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d.** If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

4. The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

- 1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
- 2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated for the Principal position in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination

for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board:

Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator:

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 5

SCHOOL ASSISTANT PRINCIPAL & DISTRICT ATHLETIC DIRECTOR EMPLOYMENT AGREEMENT

AGREEMENT made on the ____ (“__th”) day of ____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and ____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. Term. The Board, after the execution of this Agreement, hereby employs the Administrator as an Assistant Principal and Athletic Director for the 2026-2027 school year which begins July 1, 2026, and ends June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. Salary. The Board shall pay to the Administrator an annual salary during the term of this Agreement of ____ and no/100 Dollars (\$____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. This salary is comprised of \$____ as compensation for the Athletic Director position and \$____ as compensation for the Assistant Principal position. Required federal and state withholdings will be deducted from this compensation.

3. TRS and THIS Contributions. In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. Salary Adjustment. Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become

a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

4. The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave

days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

- 1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated for the Assistant Principal position in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in

writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board:

Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator:

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 6

MIDDLE SCHOOL PRINCIPAL EMPLOYMENT AGREEMENT

AGREEMENT made on the _____ ("____th") day of _____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as the Middle School Principal for the 2026-2027 school year beginning July 1, 2026, and ending June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2026, through June 30, 2027, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

4. Other Benefits

- a. The Administrator is expected to attend appropriate professional meetings at the local and state levels. The Administrator may attend professional meetings at the

national level, subject to prior written approval by the Superintendent. All reasonable itemized expenses, as pre-approved in writing by the Superintendent, shall be paid by the Board.

b. The Board shall reimburse the Administrator for reasonable monthly expenses incurred in the performance of their duties. Itemization shall be made of all expenses incurred and receipts shall be submitted to the Superintendent for review and approval.

c. With the prior written approval of the Superintendent, the Board will pay the Administrator's membership in up to two (2) professional organizations as appropriate for the position.

d. The Administrator shall be allowed such other privileges, leaves, and fringe benefits as are commonly extended to other certified personnel in the District.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Superintendent or a qualified designee, shall review and assess the Administrator's performance on an annual basis. The Superintendent will meet with the Administrator to review the Administrator's performance of assigned duties in accordance with the performance standards established for the position and other factors of assessment as determined by the Superintendent. A written summary of that evaluation will be given to the Administrator.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be

accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

<i>If to the Board:</i>	Board of Education Lyons School District No. 103 4100 Joliet Ave. Lyons, Illinois 60534
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<i>If to the Administrator:</i>	_____ At the last known address on file with the District
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M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 7

ELEMENTARY SCHOOL PRINCIPAL EMPLOYMENT AGREEMENT

AGREEMENT made on the _____ ("____th") day of _____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as a Principal for the 2026-2027 school year which begins July 1, 2026, and ends June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a.** Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b.** Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c.** 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d.** If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

4. The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FBLA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

- 1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
- 2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least a B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that the Administrator is terminated before completion of such coursework, the Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at the Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board:

Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator:

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 8

**ELEMENTARY SCHOOL PRINCIPAL
EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ ("____th") day of _____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. Term. The Board, after the execution of this Agreement, hereby employs the Administrator as a Principal for the 2026-2027 school year which begins July 1, 2026, and ends June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. Salary. The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. TRS and THIS Contributions. In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. Salary Adjustment. Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and

b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and

c. At the initial offer of employment, the Administrator declined individual medical and dental insurance (and, if elected, family coverage) due to coverage elsewhere and was compensated for the denial of this benefit by an increase in salary. Should said Administrator have a qualified life change event and enroll in the District medical or dental group insurance, the Administrator is responsible for the entire insurance premium cost which will be deducted from their salary unless another payment mechanism is agreed to by the District.; and

d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Vacation / Holidays. The Administrator shall be entitled to a paid vacation of twenty (20) working days which shall be accrued and earned during the contract year.

Vacation shall be scheduled and approved by the Superintendent and must be taken within the twelve-month period (July 1, 2026, through June 30, 2027, exclusive of weekends and school year holidays approved by the Board). Winter, Spring, and Summer recess periods shall constitute working days unless specifically scheduled and approved by the Superintendent to be credited toward the vacation days listed above.

The Administrator is not required to work on legal holidays recognized by the Board. The Administrator is entitled to paid time off on the Board-approved district legal holidays given to twelve-month employees as indicated on the Board-approved calendar.

Additionally, if Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day are not Board recognized legal holidays, the Administrator shall be entitled to paid holiday time off during the winter recess on Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. If any of these days fall on a weekend, the district will designate an alternate day off with pay for bargaining unit members as pre-approved by the Superintendent in order to keep the district open during the recess.

In an emergency situation, the Superintendent is authorized to request that Administrator report to work on a holiday.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, step-child, brother, sister, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FLBA") leave. Paid sick leave may be substituted for the remainder of the unpaid FBLA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.

2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. The Administrator shall be evaluated in accordance with Section

24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. Permanent Disability. The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at the Board's expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter

into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board: Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator: _____
At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 9

SCHOOL ASSISTANT PRINCIPAL EMPLOYMENT AGREEMENT

AGREEMENT made on the _____ (“____th”) day of _____, 2026, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as an Assistant Principal for the 2026-2027 school year which begins July 1, 2026, and ends June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a. Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b. Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c. 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d. If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, brother, sister, step-child, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FLBA") leave. Paid sick leave may be substituted for the remainder of the unpaid FLBA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

- 1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
- 2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board:

Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator:

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

EXHIBIT 10

SCHOOL DEAN **EMPLOYMENT AGREEMENT**

AGREEMENT made on the _____ ("____th") day of _____, 2025, between the **BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS**, hereinafter referred to as the "Board," and _____, hereinafter referred to as the "Administrator."

The Administrator hereby accepts employment upon the terms and conditions hereinafter set forth.

A. EMPLOYMENT AND COMPENSATION

1. **Term.** The Board, after the execution of this Agreement, hereby employs the Administrator as an School Dean and & District Attendance Director for the 2026-2027 school year which begins July 1, 2026, and ends June 30, 2027, unless this Agreement is terminated earlier pursuant to Section H of this Agreement.

2. **Salary.** The Board shall pay to the Administrator an annual salary during the term of this Agreement of _____ and no/100 Dollars (\$_____) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. This salary is comprised of \$_____ as compensation for the Attendance Director position and \$_____ as compensation for the School Dean position. Required federal and state withholdings will be deducted from this compensation.

3. **TRS and THIS Contributions.** In addition to the annual salary stated in paragraph A.2 of this Contract, the Board shall make a contribution on behalf of the Administrator to the Illinois Teacher Retirement System ("TRS") in the amount equal to the Administrator's required member contribution to TRS applicable to the Administrator's annual salary. In addition, the Board shall pay the Administrator's required annual contribution for Teacher Retiree's Health Insurance (THIS). The Board's combined contribution on behalf of the Administrator to TRS and for THIS shall be limited to a maximum of 11%. It is the intention of the parties to qualify all such payments paid by the Board on the Administrator's behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended. The Administrator does not have any right or claim to said amounts except as they may become available at the time of retirement or resignation from the State of Illinois' Teacher Retirement System. Both parties acknowledge that the Administrator did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the State of Illinois' Teachers' Retirement System, and that such contributions are made as a condition of employment to secure the Administrator's future services, knowledge, and experience.

4. **Salary Adjustment.** Any salary or other adjustment or modification made during the life of this Agreement shall be in the form of a written amendment and shall become a part of this Agreement, but such adjustment or modification shall not be construed as

a new Agreement with the Administrator, nor as an extension of the termination date of this Agreement.

B. BENEFITS

The Board will provide the Administrator with the following benefits:

1. Insurance Benefits.

- a.** Term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); and
- b.** Long-term disability insurance in accordance with the basic LTD Insurance offered to licensed administrators; and
- c.** 100% payment of District group health and dental insurance premium payments for individual and family/dependent coverage; and
- d.** If any Board paid Insurance premium payments or subsidies are determined, during the course of this agreement, to be violative of any state or federal law, including but not limited to the Affordable Care Act, the Board reserves the right to amend or change the Board paid insurance premium payment or subsidy to comply with the dictates of any applicable state or federal law.

2. Work Days / Vacation / Holidays. The Administrator shall work two-hundred six (206) days each fiscal year, commencing and ending as determined by the Superintendent.

The Administrator shall be entitled to all legal school holidays, winter, and spring recess periods. Given this schedule, the Administrator will not earn or be eligible for vacation time. In an emergency situation, the superintendent is authorized to request that Administrator report to work on a school holiday, weekend, or recess day.

3. Sick Leave, Personal Leave, and Bereavement Days. The Administrator shall be granted sick leave, as defined in Section 24-6 of the Illinois School Code, of fifteen (15) working days per year which may be accumulated to a maximum of three hundred fifty-five (355) days. The Superintendent may require the Administrator to submit a physician's statement certifying the medical basis for the Administrator's absence for three (3) consecutive work days or more, or in other circumstances as the Superintendent deems necessary to validate the medical reason for the absence.

The Administrator shall be granted three (3) paid personal leave days per contract year for personal business. Unused personal leave days shall accumulate and carry over from year-to-year, and shall be credited toward the Administrator's accumulated sick leave. Without prior approval of the Superintendent, personal leave days may not be taken on institute days nor on work days immediately preceding or following a district holiday, winter recess, spring recess, or summer recess.

The Administrator shall be granted paid bereavement days for a death in the Administrator's immediate family as follows:

- a. Five (5) school days of absence without loss of pay in the event of the death of an immediate family member. An immediate family member for the purposes of this section shall include a spouse, Civil Union Partner (defined as a legal relationship between two (2) of either the same or opposite sex, established pursuant to the Illinois Religious Freedom Protection and Civil Union Act) child, brother, sister, step-child, step-brother, step-sister, grandchild, grandparent, and parent, step-parents, or parent-in-law.
- b. Three (3) school days of absence without loss of pay in the event of the death of a brother-in-law or sister-in-law.
- c. The Superintendent or designee may grant bereavement leave for an immediate member of the household who is not listed above.
- d. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act ("FLBA") leave. Paid sick leave may be substituted for the remainder of the unpaid FLBA leave.

The Administrator must seek pre-approval for Bereavement Days from the Superintendent except in emergency situations. Paid bereavement days must be used within two (2) weeks of the death of the family member unless otherwise approved by the Superintendent and do not accumulate nor carry over from year-to-year. Paid bereavement leave shall not be cumulative, nor shall the use of such paid bereavement leave cause any reduction in sick leave.

C. MILEAGE

The Board shall pay the established IRS rate per mile to the Administrator for vouchered mileage expenses incurred by the Administrator while using the Administrator's personal vehicle for the conduct of approved school district business. Reimbursement shall be pursuant to the District's policies, rules, and regulations.

D. DUTIES

- 1. The duties and responsibilities of the Administrator shall be those duties set forth in the Administrator's job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.
- 2. The Administrator shall submit recommendations, as requested, to the Superintendent concerning the appointment, retention, promotion, and assignment of all personnel under their supervision and shall keep such other registers and records and

make such other reports as may be directed by the Superintendent and the Board or as required by law.

3. The Administrator agrees to devote their best efforts to this full-time employment at the School District and shall not undertake or accept other employment or responsibilities which will conflict with Administrator's assigned duties.

E. LICENSE

The Administrator throughout the life of this Agreement shall hold a valid and appropriate license as defined in the Illinois School Code to act as an Administrator for the position employed.

F. GRADUATE COURSEWORK

The District will provide Administrator reimbursement for completion of graduate coursework for which (1) a passing grade of at least B has been received and (2) that is preapproved by the Superintendent. Said reimbursement shall not exceed \$2,000 for the school year and shall not include any activity fees, laboratory fees, housekeeping, meals, transportation, costs of books, or any technology/system needed for such coursework. In the event that Administrator is terminated before completion of such coursework, Administrator waives all right to seek reimbursement.

G. EVALUATION

The Administrator shall be evaluated in accordance with Section 24A-15 of the Illinois School Code. This evaluation shall take place by March 1 of the contract year.

H. TERMINATION

Upon Termination, Administrator shall promptly return to the District all property of the District including but not limited to all equipment, keys, documents, letters, notes, computer hardware, lists, manuals, records, and similar repositories of or containing District information. This Agreement may be terminated by:

- a. Mutual agreement;
- b. Permanent disability; or
- c. Discharge for cause;

1. **Permanent Disability.** The Board may terminate this contract for reasons of permanent disability or incapacity at any time after the Administrator has exhausted their available leave and vacation benefits and either has been absent from their employment for a continuous period of three (3) months or presents to the Board upon request a physician's statement certifying that he is permanently disabled or

incapacitated. All obligations of the Board shall cease upon written notice of termination for permanent disability or incapacity, provided that the Administrator shall be entitled to a hearing before the Board if he so requests.

2. Discharge for Cause. Discharge for cause shall be for any conduct, act, omission, or failure to act by the Administrator which is detrimental to the best interests of the School District. Reasons for discharge for cause shall be given in writing to the Administrator, who shall be entitled to notice and an opportunity to request a hearing before the Board to discuss such causes. If the Administrator chooses to be accompanied by legal counsel, he shall be responsible for any costs involved. The Board hearing shall be conducted in a closed session.

I. MEDICAL EXAMINATION

The Board, in its discretion, reserves the right to require Administrator to submit to a medical examination, either physical or mental in accordance with applicable law. Such examination shall be performed by a physician licensed in Illinois to practice medicine and surgery in all its branches whenever the Board deems such examination necessary. Such required examination shall be at Board expense and performed by a physician selected by the Board.

J. TERMINATION AT END OF AGREEMENT

The employment as an Administrator shall be deemed terminated upon expiration of this Agreement unless this Agreement is extended or the Administrator and the Board enter into a new Agreement. The Board, however, shall give notice of non-renewal and if applicable, a notice of reclassification, to the Administrator by April 1 of the contract year.

K. BACKGROUND INVESTIGATION

Under Section 10-21.9 of the Illinois School Code, the Board is prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If any criminal background investigation reveals that there has been a violation of this law, this Agreement shall immediately become null and void.

L. NOTICE

All notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of the mailing thereof by first class mail, registered mail, postage prepaid, addressed:

If to the Board:

Board of Education
Lyons School District No. 103
4100 Joliet Ave.
Lyons, Illinois 60534

If to the Administrator:

At the last known address
on file with the District

M. APPLICABLE LAW

This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

N. ENTIRE AGREEMENT

This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

O. SIGNATURE IN COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date and year first above written.

ADMINISTRATOR

**BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS**

President

ATTEST:

Secretary

**THERESA SILVA AND LYONS SCHOOL DISTRICT 103
PRINCIPAL PERFORMANCE-BASED EMPLOYMENT AGREEMENT
(TWO-YEAR)**

AGREEMENT made on the twenty fourth ("24th") day of February, 2026, between the BOARD OF EDUCATION OF LYONS SCHOOL DISTRICT NO. 103, COOK COUNTY, ILLINOIS (hereinafter, the "Board"), and Theresa Silva (hereinafter, the "Principal"). The Principal hereby accepts employment upon the terms and conditions set forth below.

A. EMPLOYMENT AND COMPENSATION

1. Term. The Board hereby employs the Principal as an elementary school principal for a two (2) year term beginning July 1, 2026, and ending June 30, 2028 (the "Contract Term"), unless earlier terminated pursuant to this Agreement.

2. Salary. The Board shall pay the Principal an annual salary at an annual base salary of One Hundred Seventeen thousand, Two Hundred Forty-Four Dollars and 59/100 cents (\$117,244.59) for the 2026-2027 Contract Year. The Principal's annual salary for the remaining Contract Year under this Contract shall be with a 4.0% increase over the prior year's salary, subject to the Superintendent's determining a satisfactory annual performance evaluation. The annual salary shall be payable in equal installments in accordance with the Board's rules governing payment of administrators, subject to required withholdings.

As used in this Contract, the term "Contract Year" is defined as a period commencing on July 1 of a given calendar year and continuing through June 30 of the following calendar year.

3. TRS and THIS Contributions. In addition to the annual salary stated above, the Board shall make a contribution on behalf of the Principal to the Illinois Teachers' Retirement System (TRS) equal to the Principal's required member contribution applicable to the Principal's annual salary, and shall pay the Principal's required contribution for Teacher Retiree Health Insurance (THIS). The Board's combined contribution on behalf of the Principal to TRS and for THIS shall be limited to a maximum of eleven percent (11%). The parties intend such payments to qualify as employer contributions under Section 414(h) of the Internal Revenue Code. The Principal acknowledges that these contributions are made as a condition of employment to secure the Principal's future services and were not available as direct salary.

4. Salary Adjustment. Any adjustment to salary or other compensation during the Contract Term shall be by written amendment and shall not be construed as a new agreement or extension of the Contract Term.

B. BENEFITS

1. Insurance Benefits. The Board will provide the Principal with: (a) term life insurance in the amount of Seventy-Five Thousand Dollars (\$75,000); (b) long-term disability insurance in accordance with the basic LTD insurance offered to licensed administrators; and (c) group medical and dental insurance in accordance with Board policy if elected, subject to applicable employee premium contributions. If any Board-paid insurance premium payments or subsidies are

determined to violate state or federal law (including the Affordable Care Act), the Board may amend such benefits to comply with law.

2. Vacation and Holidays. The Principal shall be entitled to twenty (20) working days of paid vacation per contract year, to be scheduled with the Superintendent's approval and used within the twelve-month period of the Contract Year (July 1 through June 30). Winter, spring, and summer recess periods constitute working days unless specifically scheduled and approved as vacation. The Principal is not required to work on legal holidays recognized by the Board and is entitled to paid time off on Board-approved legal holidays for twelve-month employees. Additionally, if Christmas Eve, Christmas Day, New Year's Eve, or New Year's Day are not Board-recognized legal holidays, the Principal shall be entitled to paid holiday time off on those dates (or an alternate day designated by the District if such date falls on a weekend), as pre-approved by the Superintendent.

3. Leaves. (a) Sick Leave: Fifteen (15) working days per year, cumulative to three hundred fifty-five (355) days, as defined in Section 24-6 of the Illinois School Code. The Superintendent may require a physician's statement for absences of three (3) consecutive work days or as otherwise deemed necessary. (b) Personal Leave: Three (3) paid personal days per year; unused days carry over and convert to sick leave. Absent prior approval, personal leave may not be taken on institute days or on work days immediately before or after a District holiday or recess. (c) Bereavement: Five (5) paid days for death of an immediate family member (as defined by District policy) and three (3) paid days for death of a brother-in-law or sister-in-law; additional leave may be granted at the Superintendent's discretion. Paid bereavement leave shall be substituted for unpaid Family Bereavement Leave Act leave, with paid sick leave available for any remaining unpaid portion.

4. Mileage. The Board shall reimburse the Principal for approved mileage incurred for District business at the IRS rate, pursuant to District policies.

5. Graduate Coursework. The District will reimburse up to Two Thousand Dollars (\$2,000) per contract year for preapproved graduate coursework completed with a grade of B or better, excluding fees, books, and non-tuition costs. Reimbursement is forfeited if employment ends before course completion.

C. DUTIES AND CONDITIONS OF EMPLOYMENT

1. Duties. The Principal's duties and responsibilities shall be those set forth in the Principal job description, those imposed by the laws of the State of Illinois, and other professional duties assigned by the Superintendent consistent with Board policies. The Principal agrees to devote full time and best efforts to the District and shall not accept other employment that conflicts with assigned duties.

2. License. Throughout the Contract Term, the Principal shall hold and maintain an active Illinois Professional Educator License (PEL) with the required principal endorsement (or predecessor general administrative endorsement) authorizing service in this position.

3. Medical Examination. The Board may require the Principal to submit to a physical or mental examination by an Illinois-licensed physician at Board expense when deemed necessary and lawful.

4. Background Investigation. Pursuant to Section 10-21.9 of the School Code, if a criminal background investigation reveals a disqualifying conviction, this Agreement shall be null and void. The Board reserves the right to terminate this Contract should any required criminal background and Sexual Employment History checks or re-check result in the being deemed by the Board (in accordance with applicable law) unacceptable to work in the School District.

D. PERFORMANCE-BASED CONTRACT; GOALS AND INDICATORS

1. Performance-Based Contract. This is a performance-based, multi-year contract under Section 10-23.8a of the Illinois School Code. It is expressly linked to student performance and academic improvement attributable to the Principal's responsibilities and duties. The contract shall include the performance goals and indicators of student performance and academic improvement reasonably related to the Principal's duties, as set forth in Appendix A, which is incorporated herein. This contract shall not be extended or rolled over prior to its scheduled expiration unless all performance and improvement goals contained in the contract have been met. By accepting this multi-year contract, the Principal waives, for the term of this contract only, the rights granted under Sections 24-11 through 24-16 of the School Code, without loss of any previously acquired tenure credit with the District.

2. Evaluation. The Principal shall be evaluated under the District's Principal evaluation plan adopted pursuant to Section 24A-15 of the School Code and 23 Ill. Admin. Code Part 50. For a multi-year contract, a summative evaluation shall take place no later than March 1 of the final year of the Contract Term, and the Principal shall be evaluated at least annually in accordance with District policy. The evaluation will consider the performance goals in Appendix A and the Illinois Professional Standards for School Leaders and may include student growth measures as provided in applicable law and the District's evaluation plan.

E. TERMINATION

1. Termination During Term. This Agreement may be terminated prior to June 30, 2028 only by: (a) mutual written agreement; (b) permanent disability or incapacity after exhaustion of leave benefits and a continuous absence of three (3) months or upon presentation of a physician's certification of permanent disability; or (c) discharge for cause.

2. Discharge for Cause. "Cause" includes any conduct, act, omission, or failure to act by the Principal that is detrimental to the best interests of the District. Reasons for discharge shall be provided in writing and the Principal shall be entitled to notice and an opportunity for a hearing before the Board. Any such hearing shall be conducted in closed session consistent with law. The Principal shall be responsible for any costs of personal legal counsel.

3. End of Contract Term. Employment as Principal shall terminate upon expiration of this Agreement unless extended or replaced by a new agreement. If the Board intends to reclassify the Principal to a position of lower rank with lower salary upon nonrenewal, it shall provide written notice of the proposed reclassification no later than April 1 of the year in which this Agreement expires, with the hearing rights provided by law. The Board may also provide written notice of nonrenewal by April 1.

4. Return of Property. Upon separation from employment for any reason, the Principal shall promptly return all District property, including keys, equipment, documents, and electronic records.

F. MISCELLANEOUS

1. Notices. All notices under this Agreement shall be in writing and effective upon mailing by first-class or registered mail, postage prepaid, addressed as follows: (a) to the Board: Board of Education, Lyons School District No. 103, 4100 Joliet Ave., Lyons, IL 60534; and (b) to the Principal: at the last address on file with the District.

2. Applicable Law. This Agreement shall be interpreted in accordance with the laws of the State of Illinois.

3. Entire Agreement; Counterparts. This Agreement contains all terms agreed upon by the parties and supersedes all prior discussions and agreements. It may be executed in counterparts, each deemed an original.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first above written.

PRINCIPAL

BOARD OF EDUCATION OF
LYONS SCHOOL DISTRICT NO. 103
COOK COUNTY, ILLINOIS

Principal

President

ATTEST:

Secretary

Appendix A

PERFORMANCE-BASED GOALS AND INDICATORS

The Principal, Theresa Silva, shall strive to meet the following goals during the terms of this Agreement with the Board of Education. In accordance with the *Illinois School Code*, the Parties agree that the following goals and indicators are linked to student performance and academic improvement of the schools within the District. The Board and Superintendent will periodically review these goals and, by mutual agreement, may modify, revise and augment these goals.

1. Continue implementing SIOP professional development for all staff to strengthen instructional practices and support effective teaching for all students.
2. Support all staff with ongoing professional development in utilizing evidence-based practices to strengthen students' written expression.
3. Utilize the PBIS team to develop and sustain a process for the ongoing review of systems and structures in order to strengthen student behavior across all school settings.
4. Utilize the Building Leadership Team to support the continuous improvement of MTSS systems and structures in order to strengthen students' academic and social-emotional performance across all settings.
5. Work with school teaming structures to implement and update the School Improvement Plan.

RESOLUTION AUTHORIZING RAISES FOR NON-CONTRACTED EMPLOYEES

WHEREAS, the Board of Education of Lyons School District 103 has determined that the non-contracted employees set forth in Exhibit 1 shall receive a raise beginning July 1, 2026 by the percentage depicted in Exhibit 1.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Lyons School District No. 103, Cook County, Illinois, as follows:

SECTION 1: That this Board of Education determined that the non-contracted employees listed on Exhibit 1, attached hereto and made a part hereof, will receive a wage increase by the percentage depicted in Exhibit 1 beginning July 1, 2026.

SECTION 2: That the Superintendent or his designee are authorized to undertake action on the part of the Board as contained in this Resolution to complete satisfaction of any provision, term and condition therefore, as stated therein.

SECTION 3: This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 24th day of February, 2026, by the following roll-call vote:

BOARD MEMBER	AYES	NAYES	ABSENT	ABSTAIN
Jorge Torres, President				
Winifred Rodriguez, Vice President				
Sara Andreas, Secretary				
Slagjana Aleksikj				
Nancy Miller				
Mario Ramirez				
Olivia Quintero				

President, Board of Education

Attest:

Secretary, Board of Education

RESOLUTION AUTHORIZING RAISES

EXHIBIT 1

NON-CONTRACTED SCHOOL OFFICE WORKERS RECEIVING A 3.00% WAGE INCREASE:

SECRETARIES

Deborah Klein (Edison)
Shannon Blazina (Costello)
Leslie Hernandez (Lincoln)
Maricela Mendoza (Robinson)
Taylor Koc (GWMS)
Maria Lopez (GWMS)
Yolanda Sanchez (GWMS)
Janet Terrazas (District Community Coordinator)

PARENT LIAISONS

Maria Galvez (GWMS)
Jeffrey Guerrero (Robinson)
Lizette Lopez (Costello)
Gabriela Quintero (Lincoln)
Silvia Vernor (Edison)

NON-CONTRACTED DISTRICT OFFICE WORKERS RECEIVING A 3.00% WAGE INCREASE:

Charline Latronica (Executive Assistant)
Maria Solis (Accounts Payable Coordinator)
Jennifer Vargas (Student Information Data Specialist)
Angelina Viramontes (Student Services Assistant)

NON-CONTRACTED SCHOOL NURSES RECEIVING A 3.00% WAGE INCREASE

Special Cunningham, RN (Home)
Oneida Hernandez, RN (GWMS)
Dawn Lewis, RN (Costello)
Mary Mangerson, RN (Lincoln)

NON-CONTRACTED PARENT EDUCATORS RECEIVING A 3.00% INCREASE

Cindy Matias (Supervisor)
Donna Gill (Part-Time)
Betsy Lopez (Full-Time)
Mical Martinez (Full-Time)

Board of Education

Lyons School District 103

Agenda Item: E-Rate FY2026 Category Two – Award Recommendation

Date: February 24, 2026

Prepared by: Guadalupe Vander Ploeg, EdD

Title: Director of English Learner Programs / Technical Contact, E-Rate

Recommendation

Approve the award of the FY2026 E-Rate Category Two (Internal Connections) contract to Quality Network Solutions (QNS) in the amount of \$496,882.75, contingent upon E-Rate funding approval by USAC.

Background

Lyons School District 103 issued Form 470 No. 260011438 to solicit bids for the replacement and upgrade of network switching and wireless infrastructure across six school buildings for Funding Year 2026. The RFP specified HPE Aruba switching and access point models (or equivalent), required itemized, eligible, and ineligible costs, and established a 100-point weighted evaluation matrix.

Two responsive bids were received:

- **Quality Network Solutions (QNS)** – Aruba-based solution
- **Capital Data** – Extreme Networks equivalent solution

Evaluation Process

Proposals were evaluated using the published evaluation criteria in the RFP. Each proposal was independently reviewed for cost, technical quality, experience, installation expertise, ineligible costs, and local presence. Price was the most heavily weighted factor, but was not the sole determinant, consistent with E-Rate rules.

Evaluation Summary

Evaluation Category	Max Points	QNS	Capital Data
Cost of E-Rate eligible goods & services	35	27	35
Quality of technical solution	20	18	16

Prior experience with the provider	15	13	11
Installation & configuration expertise	15	14	12
Prices for ineligible services & fees	10	7	9
Local / in-state service provider	5	5	0
Total Score	100	84	83

Rationale for Recommendation

While Capital Data submitted the lowest cost for E-Rate eligible equipment, Quality Network Solutions achieved the highest overall evaluation score based on the full set of Board-approved criteria. QNS's proposal:

- Provides exact-match HPE Aruba equipment specified in the RFP, minimizing compatibility and transition risk
- Demonstrates strong installation and configuration planning with building-level detail
- Offers local, Illinois-based service and support, improving responsiveness
- Maintains continuity with the District's existing Aruba network architecture

The scoring difference, though narrow, reflects a highly cost-effective solution that balances cost, technical quality, risk mitigation, and service capacity.

Fiscal Impact

The total project cost of \$496,882.75 is E-Rate eligible pending USAC approval. The District's net share will be determined following the Funding Commitment Decision Letter (FCDL).

Action Requested

Approve the award of the FY2026 E-Rate Category Two contract to Quality Network Solutions, subject to receipt of E-Rate funding approval and execution of final contract documents.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE ACADEMY FOR URBAN SCHOOL LEADERSHIP (AUSL)
AND
LYONS SCHOOL DISTRICT #103**

PARTIES AND PURPOSE

The Academy for Urban School Leadership (“AUSL” or the “Partner”) and Lyons School District #103 (the “District”), together “the Partnership,” are entering into this Memorandum of Understanding (MOU) to foster the development of high-quality teachers in the District.

GENERAL TERMS AND CONDITIONS

1. Term of the Agreement. The initial term of this Agreement (“Term”) will be for a period commencing on January 1, 2026, and continuing through June 30, 2027. After the end of the term, the Agreement may be extended by mutual written agreement, not less than thirty (30) days before the end of the active term.

2. Scope of Services. AUSL will provide professional development consulting (teacher training) services by recruiting and training new and recent college graduates, current District staff, and career changers to become teachers in order to transform educational outcomes for high need District schools, reduce the amount of teacher vacancies in high need District schools and increase teacher retention. AUSL’s training program is a teacher residency program, a year-long apprenticeship at designated District schools, working under the guidance of District mentor teachers, and further prepared by university partners and a uniquely designed curriculum.

The AUSL teacher residency program will prepare new teachers by training residents in selected District schools;

- (a) 5 candidates will be selected by AUSL, in consultation with the District, to be teacher residents each year, through a rigorous, multi-step selection process. These residents will train specifically to be special education teachers with an additional approval in English as a Second Language (ESL) or Bilingual (BIL) education. AUSL reserves the right to deny admission to any prospective residents who do not meet AUSL’s admission standards.
- (b) AUSL, in consultation with the District, will select District teachers – who work at mutually agreed upon District school locations – to serve as mentor teachers and help train the teacher residents during the residency year. Mentor teachers can train up to two teacher residents.
- (c) During the residency year, teacher residents will meet and plan with their mentor teacher daily and spend four days per week in the mentor teacher’s classroom observing and practicing teaching strategies.
- (d) Teacher residents will complete their university partner and ISBE requirements to prepare for licensure during their residency year. Specifically, residents will complete the requirements to attain their Illinois K-12 Professional Educators License, their Learning Behavior Specialist I endorsement, and the additional

approval in ESL or BIL, pending passage of the Target Language Proficiency (TLP) exam.

- (e) As their residency year draws to a close, AUSL will present all teacher residents for hire to District schools as directed by the District's Human Resources office.
- (f) Graduates of AUSL's program have committed to accept offered positions in high need District schools and to teach for a minimum of four years, and if not selected for employment at these schools, are expected to find a position in another high need school.

The District shall do the following to ensure the Partnership's goals are achieved:

- (a) Appoint a District liaison to coordinate efforts and ensure strong communications with the program.
- (b) Share information about the program internally and externally, with the goal of identifying potential teacher resident candidates for the program. Specific examples include placing information on the District's website, sharing information in newsletters, holding information sessions with principals, conducting interest surveys with District classified staff, holding information sessions for interested District classified staff (such as paraprofessionals, teacher's aides), etc.
- (c) Ensure principals and mentors understand the goals of the Partnership and are able and willing to work collaboratively with Program representatives to achieve the goals.
- (d) Pay an appropriate stipend to Mentor teachers, such that Mentor teachers can participate fully in all required Mentor duties.
- (e) Work with Partner to share data used to evaluate and improve the effectiveness of the program.
- (f) Provide access to appropriate District resources, including but not limited to District technology, curriculum, documents, online resources, internet access, attendance processes, libraries, copier privileges, forms, and other information deemed necessary for successful program engagement and completion.
- (g) Work with the Program to provide appropriate teacher resident placements that allow the teacher residents to meet all certification requirements.
- (h) Provide the resident and all staff involved in the residency with the planning and professional development time necessary to fully engage with the Partnership's residency program design. For Mentor teachers, this includes participating fully in all aspects of the program, including attending all professional development, orientation and training sessions, holding regular check-ins with AUSL staff on resident development and progress, and providing regular feedback to the resident and completing all required feedback forms and developmental documentation. For residents, this includes participating fully in all aspects of the program, including attending professional development sessions, acting as a resident in a mentor classroom over a full school year, and engaging in all required university partner coursework and program requirements.
- (i) Commit to making a good-faith effort to provide each teacher resident who has successfully completed the Program, received licensure, and received a supportive recommendation from the school site with a full-time employment offer.
- (j) Agree, on an ongoing basis, to share information on the employment status of program graduates (including title and job location), so that AUSL can track program outcomes on an ongoing basis.

Compensation

The AUSL teacher residency program will provide training for up to 5 teacher residents, at a rate of \$36,000 per resident. Payment will be due in full for each enrolled teacher resident by June 1, 2026, at a total amount of \$180,000 for 5 enrolled teacher residents.

AUSL will reimburse the District for any residents who leave the program prior to completion, according to the following schedule.

Milestone	Amount Reimbursed per Resident
Resident leaves residency program after June 1, 2026, but before August 15, 2026	\$28,800 (80% of rate per resident)
Resident leaves residency program after August 15, 2026, but before December 15, 2026	\$21,600 (60% of rate per resident)
Resident leaves residency program after December 15, 2026, but before March 15, 2027	\$14,400 (40% of rate per resident)
Resident leaves residency program after March 15, 2027, but before June 15, 2027	\$7,200 (20% of rate per resident)

By mutual written agreement, the District and AUSL may agree to increase the number of residents in a given year.

AUSL shall submit an itemized invoice to the District on or before June 1, 2026, reflecting the total amount due for enrolled teacher residents. AUSL shall also provide a summary of any reimbursements owed, accompanied by any applicable payment, within 30 days of August 15, 2026, December 15, 2026, March 15, 2027, and June 15, 2027, as applicable based on resident withdrawal dates. Incomplete or disputed invoices shall be returned to AUSL unpaid for correction. Payment for undisputed amounts shall be made by the dates listed above.

CONFIDENTIAL INFORMATION

The Parties acknowledge that they may be exposed to confidential and proprietary information of the other party including, without limitation, instructional and training materials, other technical information (including functional and technical specifications, designs, analysis, research, processes, computer programs, and methods), business information (including marketing and personnel information), intellectual property, trade secrets, and other information designated as proprietary or confidential expressly or by the circumstances in which it is provided ("Confidential Information"). Confidential Information does not include (i) information already known or independently developed by the recipient, (ii) information in the public domain through no wrongful act of the recipient, or (iii) information received by the recipient from a third party who was free to disclose it.

Each Party agrees that, with respect to the other Party's Confidential Information, it shall not, without the other Party's prior written approval, use, disclose to third parties, alter, or remove the Confidential Information in a manner not expressly authorized by this Agreement except as approved in advance by

the owner of the information. Each Party shall use at least the same degree of care in safeguarding the other Party's Confidential Information as it uses in safeguarding its own confidential information.

The District understands and acknowledges that AUSL creates its own intellectual property ("IP") - including but not limited to curricula, instructional materials, multimedia, technologies, software, videos, trademarks, trade names, and logos—and may license others' IP in order to deliver its educational programs. The District agrees that AUSL (and/or its licensors) retain all right, title, and interest in and to the IP that AUSL provides to the District and its teacher residents. Under no circumstances shall the District disclose AUSL IP to any other party, in any other form, or use it for any commercial purpose.

All training and instructional materials, and other documents and items are the property of the Partner and are to be treated as proprietary and confidential. Such items shall not be used by the District or its school(s) for any purpose without the express written consent of the Partner.

This Confidential Information provision shall survive the termination of this MOU.

STUDENT RECORDS

The Partner will comply with the relevant requirements of the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. 1232g) and all other applicable federal and state law regarding the confidentiality of personally identifiable student information provided by the District. Any release of information contained in student education records provided by the District must be approved by the District. To protect the confidentiality of student education records provided by the District, the Provider will limit access to such records to those employees who reasonably need access to them in order to perform their responsibilities under this Agreement. Upon the termination of this MOU, the Provider shall return all personally identifiable student information it has in its possession belonging to the District to the Superintendent.

VIDEOTAPING IN THE CLASSROOM

To support residents' ongoing development, the District will permit residents, mentor teachers and other AUSL personnel to videotape in their classroom during their enrollment in the program, as allowed by law and District policy. The District will assist residents in obtaining any required releases or approvals, as required.

RESEARCH

In order to continuously assess and improve the design, implementation and impact of the residency program, from time to time AUSL engages outside firms to conduct independent evaluations. District hereby agrees to participate in such in-depth evaluations, which may include, but are not limited to, interviews and observations of Mentor teachers and Resident's training and teaching.

COMPLIANCE WITH LAWS

The Partner must perform the Services in compliance with all applicable federal, state, county, and local laws and regulations and all applicable District policies and rules in effect now or later and as amended from time to time, including the Drug Free Workplace Act, FERPA, the Protection of Pupil Rights Amendment and all applicable non-discrimination laws.

BACKGROUND CHECKS

The Partner will work with the District to ensure residents comply with all applicable background check laws. For any District employees who are residents, the Partner shall be entitled to rely on the District's criminal background check and determination of suitability for employment, and the Partner shall not be required to perform any additional background check or determination of suitability for such persons.

NO EMPLOYMENT RELATIONSHIP

Nothing contained in the program shall be construed as creating an employment relationship or a guarantee of future employment with AUSL or the District. Residents' participation in the program is voluntary and can be terminated by AUSL or the resident at any time. Residents can be terminated from the program by AUSL if they are not in compliance with all AUSL, District, and University requirements. In the event of a termination, a resident's service at their District location will end immediately.

The Partner shall act as an independent consultant in providing and performing the Services under this MOU. Nothing in, nor done pursuant to, this MOU shall be construed to create the relationship of principal and agent, employer and employee, partners, or joint venturers between the District and the Partner.

TERMINATION

1. Termination for Default. Either Party may terminate this MOU if the other Party materially fails to observe or perform any covenant, obligation, or provision of this MOU, and the Party's material failure continues for a period of thirty days after it receives a written notice of default from the other Party.
2. Termination for Convenience. Either Party may terminate this MOU for convenience upon 90 days written notice to the other party.
3. Payment for Services Rendered. In the event of any termination, the District shall be obligated to make payments for services rendered, in accordance with the milestone payment schedule, up to the date the MOU is terminated.
4. In the event of any termination, the District will make best efforts to ensure residents are able to complete their resident year.

INDEMNIFICATION

AUSL agrees to indemnify, defend and hold harmless the District, its Board of Education and its employees from and against claims, liabilities, damages, losses, costs and expenses (including attorneys' fees), to the extent arising out of or resulting from the gross negligence or willful misconduct of AUSL.

The District agrees to indemnify, defend and hold harmless the AUSL, its board of directors, officers, agents and employees from and against claims, liabilities, damages, losses, costs and expenses (including attorneys' fees), to the extent arising out of or related to the gross negligence or willful misconduct of the District.

LIMITATION OF LIABILITY EXCEPT FOR EACH PARTY'S INDEMNIFICATION OBLIGATIONS, IN NO EVENT SHALL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR (A) ANY SPECIAL, CONSEQUENTIAL, INDIRECT, EXEMPLARY, PUNITIVE, INCIDENTAL, OR SIMILAR DAMAGES (INCLUDING, WITHOUT LIMITATION, LOSS OF PROFITS), EVEN IF SUCH PARTY HAS BEEN APPRISED OF THE POSSIBILITY THEREOF; OR (B) ANY DIRECT DAMAGES IN EXCESS OF THE GREATER OF FIFTY THOUSAND (\$50,000) OR THE AMOUNTS PAID OR PAYABLE UNDER THIS MOU IN THE TWELVE MONTHS PRECEDING THE DATE OF THE CLAIM.

GENERAL PROVISIONS

1. Notices. All notices, billings, and other correspondence required to be given to either Party pursuant to this Agreement shall be sent by email or delivered or mailed to the following addresses:

If to the District:

Stephanie Koenig
4100 Joliet Avenue
Lyons, IL 60534
Email: hr@lyons103.org

If to AUSL:

Adam Case
P.O. Box 16440
Chicago, IL 60616
Email: acase@auslchicago.org

2. Entirety. This MOU constitutes the entire agreement between the Parties with respect to the subject matter hereof, and supersedes any other negotiations, agreements or communications, whether written or oral, that have been made by either Party. Any amendments to this MOU must be negotiated in writing and signed by both parties.

3. Governing Law. This MOU shall be governed by and construed in accordance with the laws of the State of Illinois.

4. Force Majeure. Neither party shall be liable in damages or have the right to terminate this Agreement for any delay or default in performing hereunder if such delay or default is caused by conditions beyond its control including, but not limited to Acts of God, Government restrictions (including the denial or cancellation of any export or other necessary license), wars, insurrections, strikes or other work stoppages, and/or any other cause beyond the reasonable control of the party whose performance is affected.

5. Severability. In case any provision in this MOU is held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not be affected.

6. Authority to Execute. Each Party represents and warrants to the other that this MOU has been duly authorized and that the person who executed this MOU is authorized to do so on behalf of the Party. This MOU may be executed in two or more counterparts.

SIGNATURES

APPROVED and AGREED by:

AUSL

Adam Case, Executive Director

Date

DISTRICT

Superintendent

Date