



Monday, July 20, 2026 Committee of the Whole

To accommodate additional attendees, the meeting will also be held virtually via an expanded Zoom platform. All or a portion of the meeting is being video recorded for purpose of public broadcast.

Committee of the Whole, Band Room, C38 Cary Jr. High School, 2109 Crystal Lake Rd., Cary, IL 60013,
6:00 PM

1. **Organization**

1.1.Call to Order

1.2.Roll Call

2. **Acceptance of Agenda**

Items for discussion may be added to the agenda at the start of the meeting at the request of the Superintendent or any Board Member upon majority approval of those members present.

3. **Community Input**

Members of the public and District employees may take public comments at this time. Please identify yourself and limit your comments to 3 (three) minutes.

4. **Approval of Previous Meeting Minutes**

June 22, 2026, Committee of the Whole Minutes

5. **Discussion Topics**

5.1.Review of Bills

5.2.Treasurer's Report

5.3.Discussion to Enter into Transportation Consulting Agreement

5.4.D26 Construction Update

5.5.Starting Right Workshop: Board Self-Evaluation

5.6.PRESS Plus Policy Review

5.7.Technology Update

5.8.Embrace-Student Services Data Managment Tool

6. **Closed Session**

6.1.The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body. 5 ICS 120/2(c)(1)

7. **Return From Closed Session - No Action Taken**

8. **Adjournment**

July 27, 2026

Accounts Payable and Payroll Summary

Date	Source	Amount
June 5th	Payroll	\$699,777.27
June 20th & June 30th	Payroll	\$875,926.26
July	Accounts Payable	\$2,817,341.73
June/July	Imprest	\$2,481,757.03
July	P-Card	\$12,147.00
		\$6,886,949.29

Invoice Listing

CARY CMTY CONS SCH DIST 26N							
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
ALLIANCE BUILDING SEVICES INC		57681	727A	PAINTING SERVICES	07/01/2026	9000006364	8,729.00
ALLIANCE BUILDING SEVICES INC		57682	727A	HANDY MAN SERVICE	07/01/2026	9000006364	720.00
Total for ALLIANCE BUILDING SEVICES INC:							9,449.00
ALTORFER INC		PM6A0049100	727A	BACK UP GENERATOR SERVICE CALL	07/07/2026	9000006365	2,669.00
Total for ALTORFER INC:							2,669.00
ANTHROMED BLOCKER INC.		27723	727	ESY SERVICES BG 06/22/2026-06/25/2026	07/02/2026	42129	1,489.76
ANTHROMED BLOCKER INC.		27724	727	ESY SERVICES BG 06/22/2026-06/25/2026	07/02/2026	42129	1,422.56
ANTHROMED BLOCKER INC.		27736	727	ESY SERVICES BG 06/29/2026-07/01/2026	07/09/2026	42129	1,117.32
ANTHROMED BLOCKER INC.		27737	727	ESY SERVICES BG 06/29/2026-06/30/2026	07/09/2026	42129	711.28
Total for ANTHROMED BLOCKER INC.:							4,740.92
AUDIO ENHANCEMENT INC	0072600000000	INV72093	727A	PA SYSTEM UPGRADE	06/16/2026	9000006366	131,855.02
AUDIO ENHANCEMENT INC	0072600000000	INV72179	727A	PA SYSTEM UPGRADE	06/18/2026	9000006366	99,900.56
Total for AUDIO ENHANCEMENT INC:							231,755.58
BENNYS SERVICE CENTER INC.		7531	727	SAFETY INSPECTIONS	07/01/2026	42130	120.00
Total for BENNYS SERVICE CENTER INC.:							120.00
BORNEKOMOSA, JENNIFER		06/30/2026	727A	VISION ITINERANT JUNE 2026	06/30/2026	9000006367	4,320.00
Total for BORNEKOMOSA, JENNIFER:							4,320.00
BRANCHING MINDS LLC	0022700000000	12855	727A	Dessa Licenses-Quote #20260217-144608485	07/14/2026	9000006368	9,844.00
Total for BRANCHING MINDS LLC:							9,844.00

Invoice Listing

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
BRAXY SPEECH THERAPY PLLC		2625	727A	SLP SERVICES 06/16/2026-06/30/2026	07/02/2026	9000006369	862.50
Total for BRAXY SPEECH THERAPY PLLC:							862.50
CARDIO PARTNERS	0032600000000	600365641	727	AED BATTERIES AND PADS	07/01/2026	42131	727.20
Total for CARDIO PARTNERS:							727.20
CARY BASEBALL FEDERATION		2215	727A	GRASS CUTTING JUNE 2026	06/23/2026	9000006370	2,500.00
Total for CARY BASEBALL FEDERATION:							2,500.00
CINTAS CORPORATION NO. 2		4274101074	727	3X5 XTRAC MAT ONYX	06/29/2026	42132	61.33
CINTAS CORPORATION NO. 2		4274737636	727	SHIRT/M/WORKSHIRT/NAVY/SS - SZ PREM-RG2XL	07/06/2026	42132	35.00
CINTAS CORPORATION NO. 2		4275568636	727	3X5 XTRAC MAT ONYX	07/13/2026	42132	61.33
Total for CINTAS CORPORATION NO. 2:							157.66
CITYWIDE BUILDING MAINTENANCE INC		57836	727A	JANITORIAL SERVICES JULY 2026	07/01/2026	9000006371	68,341.17
CITYWIDE BUILDING MAINTENANCE INC		57902	727A	PORTER SERVICE 07/11/2026	07/14/2026	9000006371	150.00
Total for CITYWIDE BUILDING MAINTENANCE INC:							68,491.17
CODEMONKEY STUDIOS INC	0022700000000	4105	727	Code Monkey License-CJH	07/14/2026	42133	2,500.00
Total for CODEMONKEY STUDIOS INC:							2,500.00
COMMITTEE FOR CHILDREN	0022700000000	2060191	727	Second Step Program-Quote #5075412	07/10/2026	42134	15,995.00
Total for COMMITTEE FOR CHILDREN:							15,995.00
COMMUNITY MECHANICAL AND AUTOMATION LLC		3854	727A	JUNE SERVICE CALLS-TO	07/06/2026	9000006372	3,178.00
COMMUNITY MECHANICAL AND AUTOMATION LLC		3855	727A	JUNE SERVICE CALLS	07/06/2026	9000006372	5,348.00

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CARY CMTY CONS SCH DIST 26N						
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number
COMMUNITY MECHANICAL AND AUTOMATION LLC		3856	727A	CHILLER LEAK-BG	07/06/2026	9000006372
						Net Amount
						240.00
COMMUNITY MECHANICAL AND AUTOMATION LLC		3857	727A	COOLER REPAIR-DP	07/06/2026	9000006372
						320.00
COMMUNITY MECHANICAL AND AUTOMATION LLC		3858	727A	SERVICE ON ALL KITCHEN EQUIPMENT-BG	07/06/2026	9000006372
						640.00
Total for COMMUNITY MECHANICAL AND AUTOMATION LLC:						
COMPASS HEALTH CENTER LLC		2101838	727	HOMEBOUND/HOSPITAL TUTORING APRIL/MAY 2026	06/08/2026	42135
						1,305.00
Total for COMPASS HEALTH CENTER LLC:						
COMPUTER INFORMATION CONCEPTS INC.	0042700000000	PSI142413	727	ANNUAL PEOPLEWARE AGREEMENT	07/01/2026	42136
						1,305.00
						3,540.00
Total for COMPUTER INFORMATION CONCEPTS INC.:						
CONNECTIONS DAY SCHOOL		34588	727	TUITION JUNE 2026	06/30/2026	42137
						4,713.80
CONNECTIONS DAY SCHOOL		34589	727	TUITION JUNE 2026	06/30/2026	42137
						4,713.80
CONNECTIONS DAY SCHOOL		34672	727	TUITION JULY 2026	07/09/2026	42137
						2,020.20
CONNECTIONS DAY SCHOOL		34673	727	TUITION JULY 2026	07/09/2026	42137
						2,020.20
Total for CONNECTIONS DAY SCHOOL:						
CRYSTAL LAKE SCHOOL DISTRICT #47		26-AU035	727	AUDIOLOGY EQUIPMENT SERVICE JUNE 2026	06/30/2026	42138
						13,468.00
						75.00
Total for CRYSTAL LAKE SCHOOL DISTRICT #47:						
CURRICULUM ASSOCIATES LLC	0022700000000	90965578	727A	iReady Licenses-Quote #439755.3	07/13/2026	9000006373
						114,406.50

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
CURRICULUM ASSOCIATES LLC	0022700000000	90965783	727A	Handwriting Material	07/14/2026	9000006373	258.66
Total for CURRICULUM ASSOCIATES LLC:							114,665.16
EDUCATION LOGISTICS INC.	118010		727A	EDULOG ATHENA ROUTE MANAGEMENT	05/01/2026	9000006374	21,018.46
Total for EDUCATION LOGISTICS INC.:							21,018.46
FRONTLINE TECHNOLOGIES GROUP LLC	0022700000000	INVUS245999	727A	Frontline Renewal Quote #Q-254133	07/01/2026	9000006375	52,984.74
Total for FRONTLINE TECHNOLOGIES GROUP LLC:							52,984.74
GFC LEASING-WI	1584855		727A	CONTRACT BASE CHARGE	07/02/2026	9000006376	4,965.65
Total for GFC LEASING-WI:							4,965.65
GS AUTOMATIONS LLC	779		727A	FREEZER MONITORING	06/30/2026	9000006377	18,584.51
Total for GS AUTOMATIONS LLC:							18,584.51
HODGES LOIZZI EISENHAMMER	69649		727A	LEGAL SERVICES MAY 2026	05/31/2026	9000006378	841.11
Total for HODGES LOIZZI EISENHAMMER:							841.11
HOH WATER TECHNOLOGY, INC.	730636		727A	JULY 2026 WATER MANAGEMENT	07/07/2026	9000006379	747.34
Total for HOH WATER TECHNOLOGY, INC.:							747.34
HOIKA LIPKIE, CHERYL	1107		727A	BILINGUAL SPEECH ASSESSMENTS	07/03/2026	9000006380	1,365.00
Total for HOIKA LIPKIE, CHERYL:							1,365.00
ILLINOIS PRINCIPALS ASSOCIATION	1352700000000	511423	727	26-27 IPA Membership	07/08/2026	42139	459.00
Total for ILLINOIS PRINCIPALS ASSOCIATION:							459.00
INFINITE CAMPUS	0042700000000	CI-00005981	727	INFINITE CAMPUS RENEWAL	04/01/2026	42140	48,341.80
Total for INFINITE CAMPUS:							48,341.80

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							CARY CMTY CONS SCH DIST 26N	
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount	
INTEGRITY ENVIRONMENTAL SERVICES, INC		26-01223	727	NEW AST SYSTEM FUELING STATION INSTALLATION PROJECT	07/13/2026	42141	750.00	
Total for INTEGRITY ENVIRONMENTAL SERVICES, INC:							750.00	
J.W. CHICAGO		34784	727	CONTRACTED TRANSPORTATION 06/15/2026-06/30/2026	06/30/2026	42142	3,232.00	
Total for J.W. CHICAGO:							3,232.00	
KAJEET, INC	0022700000000	INV44041	727	Kajeet Licenses-Quote #202604-065142	07/10/2026	42143	1,647.43	
Total for KAJEET, INC:							1,647.43	
KUBALA, WILLIAM		2026 07 07	727A	MILEAGE REIMBURSEMENT JUNE 2026	07/07/2026	9000006381	1,294.85	
Total for KUBALA, WILLIAM:							1,294.85	
LANGTON GROUP		68208	727A	WEEKLY MOW AND WEEDS JULY 2026	07/01/2026	9000006382	10,608.00	
Total for LANGTON GROUP:							10,608.00	
LANGUAGE LINE SERVICES		11970749	727	OVER THE PHONE INTERPRETATION JUNE 2026	06/30/2026	42144	7.35	
Total for LANGUAGE LINE SERVICES:							7.35	
MANTHEY, DENISE N.		06/29/2026	727	CONTRACTED SCHOOL PSYCHOLOGIST JUNE 2026	06/29/2026	42145	2,227.50	
Total for MANTHEY, DENISE N.:							2,227.50	
MARTIN, DAVID		2026 07 01	727A	MILEAGE REIMBURSEMENT JUNE 2026	07/01/2026	9000006383	102.23	
Total for MARTIN, DAVID:							102.23	
MCHENRY COUNTY REGIONAL		ROE-FRM-0522	727	FINGERPRINT/BACKGROUND REQUESTS JUNE 2026	07/07/2026	42146	989.00	
Total for MCHENRY COUNTY REGIONAL:							989.00	

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
MCHENRY COUNTY VISUAL COMMUNICATIONS, INC		2088-21348	727	LOGO PRINTING AND INSTALLATION	07/14/2026	42147	384.62
Total for MCHENRY COUNTY VISUAL COMMUNICATIONS, INC:							384.62
MENARD INC		58059	727A	3/4"ANGLE STOP REPAIR KIT	06/23/2026	9000006384	33.96
MENARD INC		58184	727A	SR CLN METAL PRIMER WHITE	06/25/2026	9000006384	16.08
MENARD INC		58667	727A	27GALLON TOTE BLACK/YELLOW	07/02/2026	9000006384	79.90
Total for MENARD INC:							129.94
MIDWEST BLACKTOP INC.		9632	727	CRACK-FILLING	07/13/2026	42148	3,610.00
Total for MIDWEST BLACKTOP INC.:							3,610.00
MIDWEST TRANSIT EQUIPMENT INC.		X106055227:02	727A	Lamp, RED, 3" Emer. Door	06/30/2026	9000006385	7.15
MIDWEST TRANSIT EQUIPMENT INC.		X106055227:03	727A	Lamp, RED, 3" Emer. Door	07/08/2026	9000006385	7.15
MIDWEST TRANSIT EQUIPMENT INC.		X106056003 01	727A	ARM, CROSSING GATE, 72"	06/29/2026	9000006385	63.40
Total for MIDWEST TRANSIT EQUIPMENT INC.:							77.70
NELBUD SERVICES, LLC		48589260	727A	WET SPRINKLER INSPECTION CJH	07/01/2026	9000006386	590.00
Total for NELBUD SERVICES, LLC:							590.00
NETRIX LLC		CI-032430	727A	CUSTOMER ONNET INTERNET 5MBPS JULY 2026	07/06/2026	9000006387	2,470.16
Total for NETRIX LLC:							2,470.16
OPTUM		0001949938	727A	FSA-JUNE 2026-MINIMUM	07/08/2026	9000006388	150.00
OPTUM		0001953875	727A	HSA MONTHLY MAINTENANCE FEE JUNE 2026	07/08/2026	9000006388	2.75
Total for OPTUM:							152.75

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number
						Net Amount
ORGANICLIFE LLC SMART FOODSERVICE		1136020713480	727A	BREAKFAST JUNE 2026	06/30/2026	9000006389
Total for ORGANICLIFE LLC SMART FOODSERVICE:						6,710.48
PACE SYSTEMS, INC	218174		727	AREA OF RESCUE	06/30/2026	42149
Total for PACE SYSTEMS, INC:						2,176.57
PARKLAND PREPARATORY ACADEMY INC	7739		727	TUITION JUNE 2026	06/29/2026	42150
						5,888.40
PARKLAND PREPARATORY ACADEMY INC	7760		727	TUITION JUNE 2026	06/29/2026	42150
						5,568.00
Total for PARKLAND PREPARATORY ACADEMY INC:						11,456.40
PROQUEST LLC	0022700000000	70949869	727A	SIRS Issues Researcher & Discoverer License	07/10/2026	9000006390
Total for PROQUEST LLC:						2,855.13
RELAYHUB LLC	21-17085		727A	MEDICAID BILLING SERVICES Q3 2025-2026	06/30/2026	9000006391
Total for RELAYHUB LLC:						190.83
RIPPLE EFFECTS, INC	0022700000000	10367	727A	Ripple Effects License-Quote #20260302-163901504	07/09/2026	9000006392
Total for RIPPLE EFFECTS, INC:						6,360.00
ROSCOE	1942486		727A	CUSTODIAL SUPPLIES CJH	07/09/2026	9000006393
						351.87
ROSCOE	1942487		727A	CUSTODIAL SUPPLIES DP	07/09/2026	9000006393
						147.89
ROSCOE	1942488		727A	CUSTODIAL SUPPLIES TO	07/09/2026	9000006393
						204.95
Total for ROSCOE:						704.71
SHAW MEDIA	062633065		727	BUDGET NOTICE	06/30/2026	42151
Total for SHAW MEDIA:						75.80
						75.80

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount	
SKYWARD, INC	0002600000000	0000246231	727	Skyward- esign signatures within Skyward Management System	06/29/2026	42152	250.00	
Total for SKYWARD, INC:							250.00	
SOARING EAGLE ACADEMY	24425		727A	TUITION JUNE 2026	06/30/2026	9000006394	3,650.85	
Total for SOARING EAGLE ACADEMY:							3,650.85	
STREAMWOOD BEHAVIORAL	6824		727	TUITION JUNE 2026	06/30/2026	42153	5,039.82	
STREAMWOOD BEHAVIORAL	6825		727	TUITION JUNE 2026	06/30/2026	42153	5,039.82	
Total for STREAMWOOD BEHAVIORAL:							10,079.64	
SUMMIT PROFESSIONAL EDUCATION LLC	752667		727A	ALL ACCESS SUBSCRIPTIONS	06/30/2026	9000006395	2,969.89	
Total for SUMMIT PROFESSIONAL EDUCATION LLC:							2,969.89	
SUMMIT SCHOOL	36918		727A	TUITION JUNE 2026	06/30/2026	9000006396	19,272.24	
Total for SUMMIT SCHOOL:							19,272.24	
TEAM REIL, INC.	25206		727	INSTALLATION OF OWNER SUPPLIED LSI PARTS	07/03/2026	42154	2,242.00	
Total for TEAM REIL, INC.:							2,242.00	
THE SHERWIN-WILLIAMS COMPANY	09387183370626		727A	PM 200 0 EG EW	06/29/2026	9000006397	56.51	
THE SHERWIN-WILLIAMS COMPANY	48136183240726		727A	PM 200 0 EG EW	07/01/2026	9000006397	67.80	
Total for THE SHERWIN-WILLIAMS COMPANY:							124.31	
THOMAS, JENNIFER S	APRIL/MAY 2026		727A	APRIL/MAY MILEAGE REIMBURSEMENT	06/29/2026	9000006398	54.67	
Total for THOMAS, JENNIFER S:							54.67	

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
TYLER LANE CONSTRUCTION INC		APPLICATION 2	727A	DEERPATH AND THREE OAKS RENOVATION	07/09/2026	9000006399	2,071,725.88
Total for TYLER LANE CONSTRUCTION INC:							2,071,725.88
VILLAGE OF CARY	00009428		727	PLAN REVIEW/INSPECTIONS	06/30/2026	42155	1,950.00
Total for VILLAGE OF CARY:							1,950.00
REPORT							
Total Number of Batch Invoices:			0				
Total Number of Open Invoices:			0				0.00
Total Number of History Invoices:			89				2,817,341.73
Total Number of Update in Progress Batch Invoices:			0				0.00
Total Number of Update in Progress Batch Reversal Invoices:			0				0.00
Total Number of Reversal History Invoices:			0				0.00
Total Number of Deleted History Invoices:			0				0.00
Total Number of Batch Reversal Invoices:			0				0.00
Total Number of Unsubmitted Invoices:			0				0.00
Total Number of Awaiting for Approval Invoices:			0				0.00
Total Invoices:			89				2,817,341.73

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
ABT ELECTRONICS INC		0615603VYDX	6264A	Refr 20 Cf Wh Tm Estar Gl's Hdl	06/15/2026	9000006053	814.00
Total for ABT ELECTRONICS INC:							814.00
ACT NETWORK SOLUTIONS	36850		6264A	SHADOW PROTECT JULY 2026	06/17/2026	9000006054	632.00
Total for ACT NETWORK SOLUTIONS:							632.00
ALLIED FACILITY PARTNERS, LLC		APPLICATION 8	6264A	CARY SOLAR	06/19/2026	9000006055	1,392,442.81
Total for ALLIED FACILITY PARTNERS, LLC:							1,392,442.81
AMAZON CAPITAL SERVICES	0022600000000	16HP-TWMR-9DQR	6264A	Title III Supplies	05/10/2026	9000006056	261.63
AMAZON CAPITAL SERVICES	0022600000000	1MCH-HJX6-C76D	6264A	Summer School Supplies	06/02/2026	9000006056	234.96
AMAZON CAPITAL SERVICES	0032600000000	1NMT-7639-MXN9	6264A	ESY SUPPLIES FOR TRISHA KASPER	06/12/2026	9000006056	49.86
AMAZON CAPITAL SERVICES	0032600000000	117F-LKHV-CM9L	6264A	ESY SUPPLIES J. KARLIC	06/09/2026	9000006056	41.54
AMAZON CAPITAL SERVICES	0032600000000	11HG-316N-L67C	6264A	ESY SUPPLIES AND TLC SUPPLIES	06/22/2026	9000006056	104.34
AMAZON CAPITAL SERVICES	0032600000000	13TM-F1YM-KXVW	6264A	SUPPLIES FOR ASST SUPERINDENT OF STUDENT SERVICES AND STUDENT SERVICE OFFICE	06/22/2026	9000006056	181.63
AMAZON CAPITAL SERVICES	1252600000000	11XN-QNPR-NKXN	6264A	SUPPLIES	06/05/2026	9000006056	265.45
AMAZON CAPITAL SERVICES	1352600000000	1MFJ-C3RV-XLKX	6264A	Misc Supplies	06/13/2026	9000006056	153.50
AMAZON CAPITAL SERVICES	0002600000000	1W6N-YV96-KVQM	6266A	Admin Center Supplies	06/26/2026	9000006070	367.30
Total for AMAZON CAPITAL SERVICES:							1,660.21
ANTHROMED BLOCKER INC.	27672		6266	ESY SERVICES-BG 06/08/2026-06/11/2026	06/18/2026	42112	1,489.76
ANTHROMED BLOCKER INC.	27675		6266	ESY SERVICES-BG 06/08/2026-06/11/2026	06/18/2026	42112	1,422.56

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Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
ANTHROMED BLOCKER INC.		27702	6266	ESY SERVICES-BG	06/25/2026	42112	1,489.76
ANTHROMED BLOCKER INC.		27703	6266	ESY SERVICES-BG 06/15/2026-06/18/2026	06/25/2026	42112	1,355.88
Total for ANTHROMED BLOCKER INC.:							5,757.96
AT&T		847462058206	6264	TELEPHONE SERVICE 06/13/2026-07/12/2026	06/13/2026	42104	5,354.50
Total for AT&T:							5,354.50
BAUDVILLE INC	1252600000000	INV55806	7272A	Trophies-Qualls Quote #QUO1318	05/06/2026	9000006361	816.28
Total for BAUDVILLE INC:							816.28
BRAXY SPEECH THERAPY PLLC		2619	6264A	CONTRACTED SLP 05/01/2026-05/15/2026	05/19/2026	9000006057	8,567.50
BRAXY SPEECH THERAPY PLLC		2624	6266A	SLP SERVICES 06/01/2026-06/15/2026	06/17/2026	9000006071	2,300.00
Total for BRAXY SPEECH THERAPY PLLC:							10,867.50
BRIGHTLY SOFTWARE, INC		INV-302238	7272A	MYSCHOOLDUDE	05/01/2026	9000006362	2,750.82
Total for BRIGHTLY SOFTWARE, INC:							2,750.82
CET MANAGEMENT UK LIMITED		1033032	6264W	FULL PROGRAM PLACEMENT	06/04/2026	8000000112	4,500.00
CET MANAGEMENT UK LIMITED		1041156	6264W	ANNUAL PROGRAM FEE	05/28/2026	8000000112	2,050.00
Total for CET MANAGEMENT UK LIMITED:							6,550.00
CHICAGO METRO CONSTRUCTION INC		25911	6266A	SKYLITE REPAIR	11/14/2025	9000006072	3,780.00
Total for CHICAGO METRO CONSTRUCTION INC:							3,780.00
CHUBB		111230805	7272	COMMERCIAL PROPERTY POLICY NO. 111230805	06/30/2026	42122	1,197.00
Total for CHUBB:							1,197.00

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Invoice Listing

CARY CMTY CONS SCH DIST 26N							
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
CINTAS CORPORATION NO. 2		4273235093	6264	TRANSPORTATION SUPPLIES	06/22/2026	42105	35.00
Total for CINTAS CORPORATION NO. 2:							35.00
CPI	0032600000000	NAIN-238060	6263	NCI WITH INTERMEDIATE PHYSICAL SKILLS BRIDGET HILLS-YODER JULY 27-30, 2026	06/15/2026	42096	5,999.00
CPI	0032600000000	NAIN-238647	6263	CPI/NCI TRAING FOR SARAH COMMIKE	06/17/2026	42096	4,949.00
Total for CPI:							10,948.00
CURRICULUM ASSOCIATES LLC	0022600000000	90954779	6264A	Title III Phonics for Reading Quote #462052.1	04/30/2026	9000006058	1,806.66
Total for CURRICULUM ASSOCIATES LLC:							1,806.66
DATA RECOGNITION CORPORATION	0022600000000	QTE-1262	6263A	Las Links Licenses	06/03/2026	9000005956	2,042.48
Total for DATA RECOGNITION CORPORATION:							2,042.48
FAGEN FRIEDMAN & FULFROST, LLP	250672		6264A	LEGAL SERVICES MAY 2026	06/16/2026	9000006059	2,409.34
Total for FAGEN FRIEDMAN & FULFROST, LLP:							2,409.34
FSS TECHNOLOGIES LLC	I-98153		6263A	CENTRAL STATION MONITORING 07/01/2026-09/30/2026	06/16/2026	9000005957	750.00
Total for FSS TECHNOLOGIES LLC:							750.00
GORDON FLESCH COMPANY, INC.	IN15662271		6264A	PAPER, COPIES AND SUPPLIES-BG	06/18/2026	9000006060	96.43
GORDON FLESCH COMPANY, INC.	IN15666085		6266A	TONER, PAPER, & PRINTER SUPPLIES-AC	06/23/2026	9000006073	4,105.12
Total for GORDON FLESCH COMPANY, INC.:							4,201.55
ILLINOIS ASSOCIATION OF SCHOOL ADM	0012700000000	CACCIATORESARAH	7272	Membership for Dr. Sarah Cacciatore	07/09/2026	42123	1,538.46
Total for ILLINOIS ASSOCIATION OF SCHOOL ADM:							1,538.46
INFOBIP VOICE INC	06/15/2026		6263A	TELEPHONE SERVICE	06/15/2026	9000005958	6,145.80

Invoice Listing

					CARY CMTY CONS SCH DIST 26N		
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
INFOBIP VOICE INC		96047	6263A	05/15/2026-06/14/2026	05/15/2026	9000006067	6,152.09
				TELEPHONE SERVICE 04/15/2026-05/14/2026			
Total for INFOBIP VOICE INC:							12,297.89
KAFKA, ERIN		2026 06 26	6266	COURSE REIMBURSEMENT LE5370	06/26/2026	42113	900.00
Total for KAFKA, ERIN:							900.00
LAKESHORE LEARNING MATERIALS, LLC	1352600000000	93960657	6264A	Erly Math Folder Games	06/10/2026	9000006061	159.00
Total for LAKESHORE LEARNING MATERIALS, LLC:							159.00
LEAP INNOVATIONS	0022600000000	100048	6264A	AI Literacy Framework	04/09/2026	9000006062	1,500.00
Total for LEAP INNOVATIONS:							1,500.00
MARTIN CHEVROLET		P7360	7272	2023 TRAVERSE STOCK #P7360	07/10/2026	42124	37,017.63
Total for MARTIN CHEVROLET:							37,017.63
MAXIM HEALTHCARE SERVICES HOLDINGS, INC.		V30474190	6264	CONTRACTED RN MAY 2026	06/10/2026	42106	12,117.60
Total for MAXIM HEALTHCARE SERVICES HOLDINGS, INC.:							12,117.60
MCSEEP	1052600000000	260202-595	6264	classroom presentations from 1/26-1/29	02/02/2026	42107	595.00
Total for MCSEEP:							595.00
MENARD INC		57281	6264A	LENOX 3/4" PIPE CUTTER	06/11/2026	9000006063	54.84
MENARD INC		57282	6264A	1.5" STEEL LNG SHKL 4 PK	06/11/2026	9000006063	33.99
Total for MENARD INC:							88.83
MERTEL, PAIGE		2026 06 25	6266A	COURSE REIMBURSEMENT OL5105	06/25/2026	9000006074	450.00
Total for MERTEL, PAIGE:							450.00

Invoice Listing

CARY CMTY CONS SCH DIST 26N							
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
MODULAR ROBOTICS INCORPORATED	0022600000000	13595	6266A	STEM Material	06/23/2026	9000006075	108.00
Total for MODULAR ROBOTICS INCORPORATED:							108.00
NATIONAL BUSINESS FURNITURE LLC		ZK292266	6266A	REVERSIBLE L DESK	06/15/2026	9000006069	4,517.75
Total for NATIONAL BUSINESS FURNITURE LLC:							4,517.75
NELBUD SERVICES, LLC		48588819	6266A	ANNUAL FIRE EXTINGUISHER INSPECTION	06/24/2026	9000006076	743.50
NELBUD SERVICES, LLC		48588848	6266A	ANNUAL FIRE EXTINGUISHER INSPECTION	06/24/2026	9000006076	854.50
NELBUD SERVICES, LLC		48589525	6266A	FIRE ALARM INSPECTION	06/17/2026	9000006076	855.00
NELBUD SERVICES, LLC		48589526	6266A	FIRE ALARM INSPECTION	06/17/2026	9000006076	515.00
NELBUD SERVICES, LLC		48589562	6266A	FIRE ALARM INSPECTION	06/18/2026	9000006076	400.00
NELBUD SERVICES, LLC		48589565	6266A	FIRE ALARM INSPECTION	06/24/2026	9000006076	740.00
Total for NELBUD SERVICES, LLC:							4,108.00
NETRIX LLC	0042600000000	CSP-007814	6263A	Azure Translator Configuration	06/11/2026	9000005959	13.12
Total for NETRIX LLC:							13.12
OPTUM	06/15/2026	6263W	EE FLEX DEP/MED PLAN	06/15/2026	8000000103	967.46	
OPTUM	2026 06 22	6264W	EE FLEX DEP/MED PLAN	06/22/2026	8000000113	344.36	
OPTUM	2026 06 29	6266W	EE FLEX DEP/MED PLAN	06/29/2026	8000000121	354.34	
OPTUM	07/07/2026	7272	EE FLEX DEP/MED PLAN	07/07/2026	8000000130	1,115.15	
Total for OPTUM:							2,781.31
OZO EDU INC	0022600000000	INV64260	6264A	STEM Material	06/18/2026	9000006064	554.95
Total for OZO EDU INC:							554.95
PETERSON, SUSAN	2026 06 15	6264A	MILEAGE REIMBURSEMENT-JUNE 2026	06/15/2026	9000006065	118.18	
Total for PETERSON, SUSAN:							118.18

Invoice Listing

							CARY CMTY CONS SCH DIST 26N
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
PROJECT LEAD THE WAY, INC	0022600000000	529482	6263A	TO Robot Design Kits	05/06/2026	9000005960	4,113.00
Total for PROJECT LEAD THE WAY, INC:							4,113.00
QUILL CORPORATION	0032600000000	191457950	6266a	OFFICE SUPPLIES	06/16/2026	9000006077	199.01
QUILL CORPORATION	0032600000000	49298898	6266A	OFFICE SUPPLIES	06/17/2026	9000006077	31.57
QUILL CORPORATION	0032600000000	49303241	6266A	OFFICE SUPPLIES	06/17/2026	9000006077	214.30
Total for QUILL CORPORATION:							444.88
ROSCOE	1940049		6264A	CUSTODIAL SUPPLIES-BG	06/18/2026	9000006066	168.04
Total for ROSCOE:							168.04
SCHNEBERGER, GREG	2026 07 09		7272R	REIMBURSEMENT-BROKEN MIRROR BUS DRIVER ACCIDENT	07/09/2026	42121	300.57
Total for SCHNEBERGER, GREG:							300.57
SCHOLASTIC EDUCATION SOLUTIONS	0022600000000	86898755	6264	ELA Supplies	05/14/2026	42108	53.97
SCHOLASTIC EDUCATION SOLUTIONS	0022600000000	86983794	6264	ELA Supplies	05/16/2026	42108	53.97
SCHOLASTIC EDUCATION SOLUTIONS	0022600000000	86927389	6264	ELA Supplies	05/14/2026	42108	125.93
SCHOLASTIC EDUCATION SOLUTIONS	0022600000000	86898760	6264	ELA Supplies	05/14/2026	42108	53.97
SCHOLASTIC EDUCATION SOLUTIONS	0022600000000	86898759	6264	ELA Supplies	05/14/2026	42108	62.97
SCHOLASTIC EDUCATION SOLUTIONS	0022600000000	87787914	6266	ELA Supplies	06/23/2026	42114	71.96

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Invoice Listing

CARY CMTY CONS SCH DIST 26N							
Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
SCHOLASTIC EDUCATION SOLUTIONS	0022600000000	87787913	6266	ELA Supplies	06/23/2026	42114	89.95
Total for SCHOLASTIC EDUCATION SOLUTIONS:							512.72
SIGN X	17452	6266	BRIARGATE SIGNAGE	06/25/2026	42115	5,863.00	
Total for SIGN X:							5,863.00
SOMMERS, CHRISTINE	1252600000000	2026-TR-CJH	6263	Track Officials 2026	06/19/2026	42097	85.00
Total for SOMMERS, CHRISTINE:							85.00
SWANK MOVIE LICENSING USA	0022700000000	OMC10110244	7272	Annual Movie License	06/01/2026	42125	2,665.00
Total for SWANK MOVIE LICENSING USA:							2,665.00
THOMPSON, PAULINE	2026 06 18	6264	REIMBURSEMENT-CDL RENEWAL	06/18/2026	42109	30.00	
Total for THOMPSON, PAULINE:							30.00
TRUENORTH EDUCATIONAL COOPERATIVE 804	770260526	6266A	TUITION	06/16/2026	9000006078	21,992.06	
Total for TRUENORTH EDUCATIONAL COOPERATIVE 804:							21,992.06
TRUGREEN	226377148	6263	LAWN SERVICE-BG	06/06/2026	42098	615.76	
TRUGREEN	226378638	6263	LAWN SERVICE-OK	06/06/2026	42098	485.81	
TRUGREEN	226379383	6263	LAWN SERVICE-DP	06/06/2026	42098	2,082.78	
TRUGREEN	226379821	6263	LAWN SERVICE-CJH	06/06/2026	42098	1,908.20	
TRUGREEN	226380391	6263	LAWN SERVICE-TO	06/06/2026	42098	755.14	
Total for TRUGREEN:							5,847.69
TYLER LANE CONSTRUCTION INC	APPLICATION 1	6266A	DP & TO RENOVATIONS	06/29/2026	42111	905,640.57	
Total for TYLER LANE CONSTRUCTION INC:							905,640.57
TYNER, DAN	000316	6264	PULLED PORK LUNCH THREE OAKS	05/06/2026	42110	347.77	
Total for TYNER, DAN:							347.77
7 of 8							
7/10/2026 9:30:07 AM							

Invoice Listing

CARY CMTY CONS SCH DIST 26N

Vendor	PO Number	Invoice Number	Batch	Description	Invoice Date	Check Number	Net Amount
VS ATHLETICS	1252600000000	391148	7272A	Track Supplies	06/17/2026	9000006363	64.90

Total for VS ATHLETICS:							64.90
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REPORT

Total Number of Batch Invoices:	0	0.00
Total Number of Open Invoices:	0	0.00
Total Number of History Invoices:	87	2,481,757.03
Total Number of Update in Progress Batch Invoices:	0	0.00
Total Number of Update in Progress Batch Reversal Invoices:	0	0.00
Total Number of Reversal History Invoices:	0	0.00
Total Number of Deleted History Invoices:	0	0.00
Total Number of Batch Reversal Invoices:	0	0.00
Total Number of Unsubmitted Invoices:	0	0.00
Total Number of Awaiting for Approval Invoices:	0	0.00
Total Invoices:	87	2,481,757.03

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Cary Community Consolidated School District 26

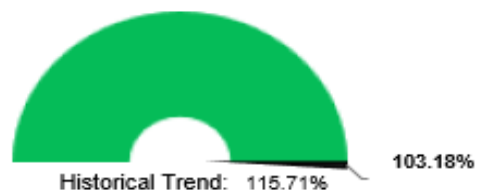
FY 2026 Treasurer's Report
Month Ending June 30, 2026

Revenue Summary

For the Period Ending June 30, 2026

Educational | Operations and Maintenance | Transportation | IMRF/SS | Working Cash | Tort

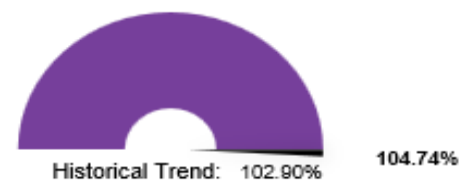
Total Revenues (YTD)



Local Revenues (YTD)



State Revenues (YTD)

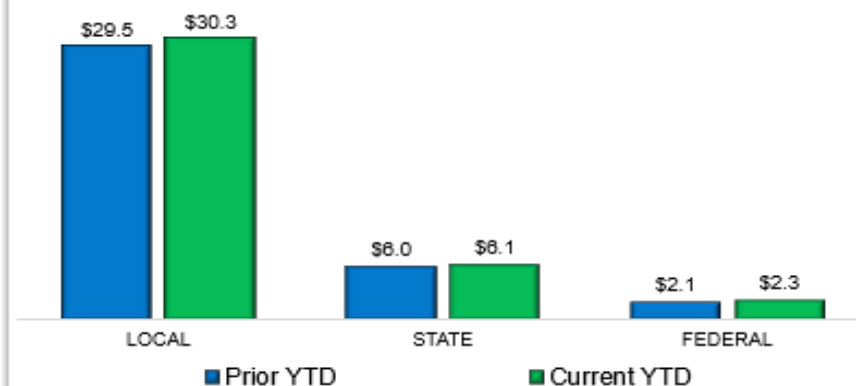


Top 10 Sources of Revenue YTD

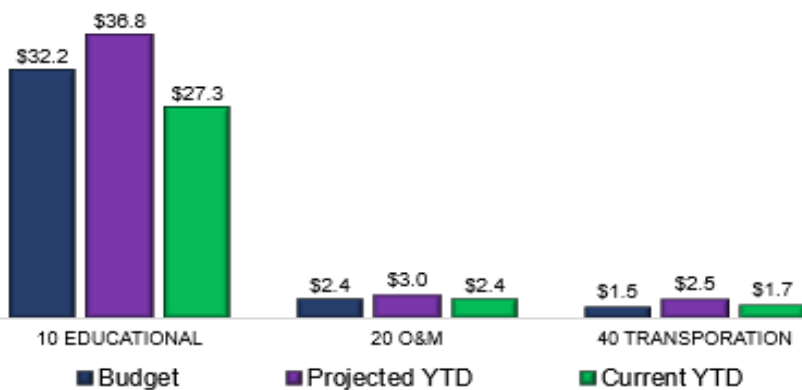
Ad Valorem Taxes	\$27,565,690
Unrestricted Grants-in-Aid	\$4,660,086
Federal Special Education	\$1,201,095
State Transportation Reimbursement	\$999,929
Other Revenue from Local Sources	\$637,397
Earnings on Investments	\$615,730
Food Service	\$438,933
Payments in Lieu of Taxes	\$431,576
Restricted Grants-In-Aid Received from the Federal Govt Thru Food Service	\$417,285
	\$408,661

Percent of Total Revenues Year-to-Date **116.28%**

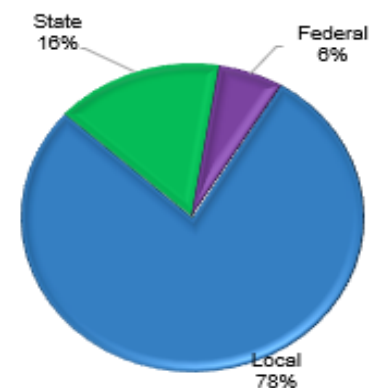
Revenues by Source (Millions)



Revenues by Major Fund (Millions)



YTD Revenues by Source



Expense Summary

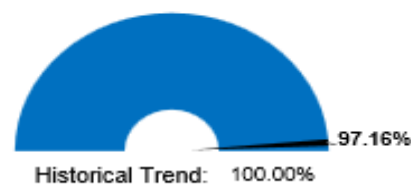
For the Period Ending June 30, 2026

Educational | Operations and Maintenance | Transportation | IMRF/SS | Working Cash | Tort

Total Expenses (YTD)



Salaries & Benefits (YTD)



All Other Objects (YTD)



Top 10 Expenses YTD

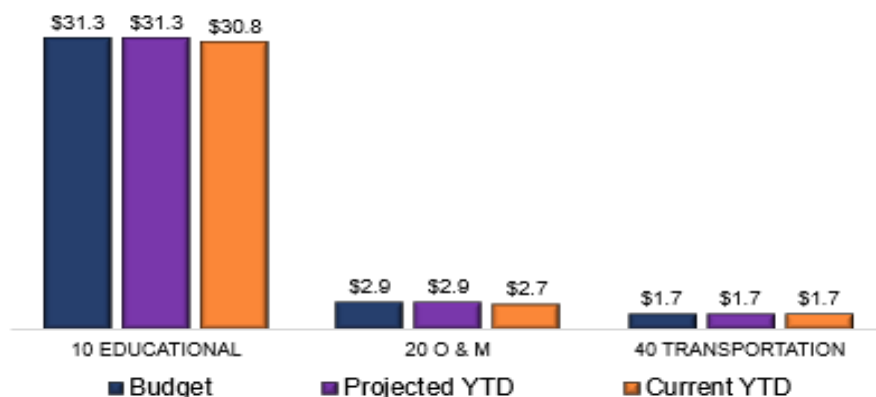
Regular Programs	\$11,754,008
Support Services - Business	\$6,259,773
Special Education/Remedial Programs	\$4,166,711
Support Services - Pupils	\$3,050,980
Support Services - School Administration	\$2,011,941
Support Services - Central	\$1,819,767
Payments to Other Govt. Units (In-State)	\$1,618,335
Support Services - Instructional Staff	\$1,499,319
Bilingual Programs	\$1,470,448
Support Services - General Administration	\$1,038,770

Percent of Total Expenses Year-to-Date 95.43%

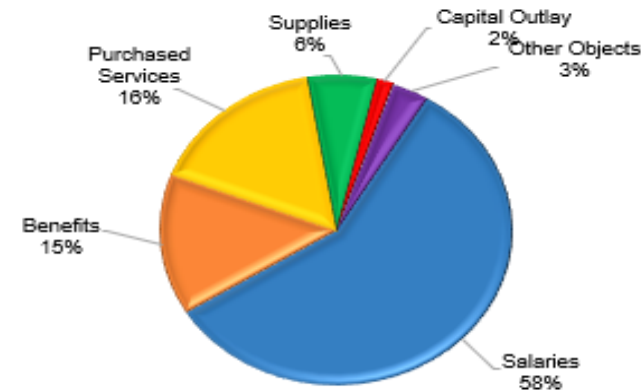
Expenditures by Object (Millions)



Expenses by Major Fund (Millions)



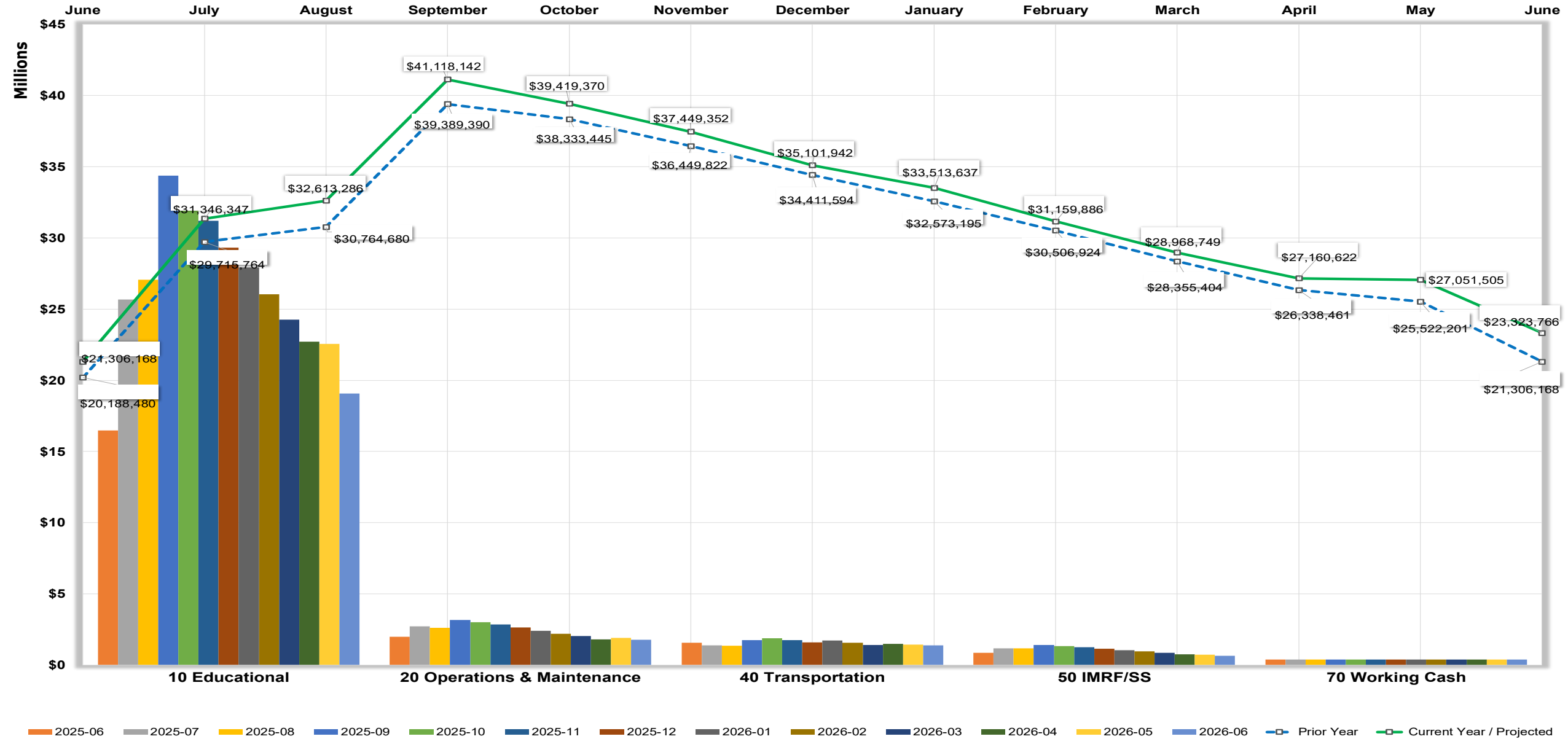
YTD Expenses by Object



Month-End Fund Balances

For the Period Ending May 31, 2026

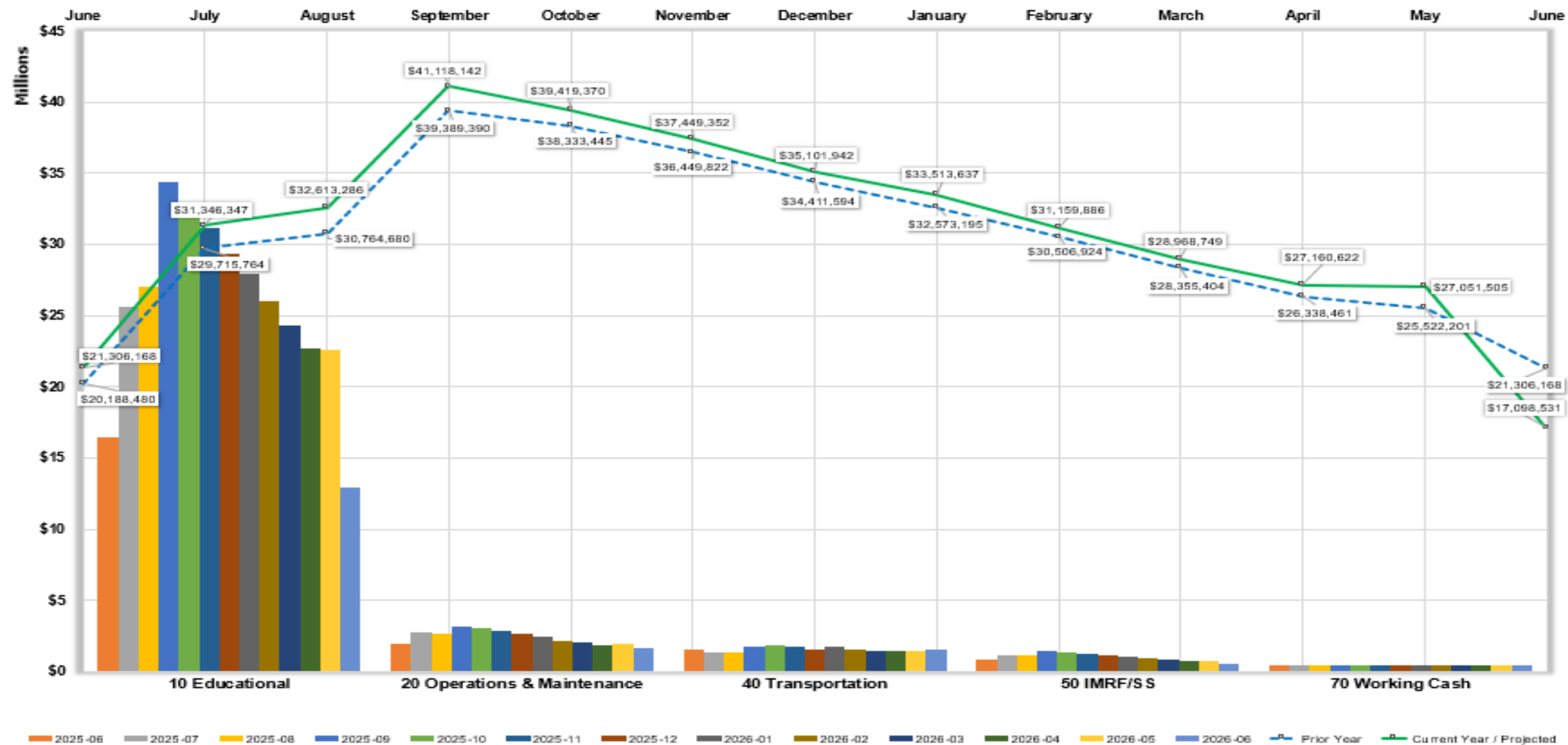
Educational | Operations and Maintenance | Transportation | IMRF/SS | Working Cash | Tort



Month-End Fund Balances

For the Period Ending June 30, 2026

Educational | Operations and Maintenance | Transportation | IMRF/SS | Working Cash | Tort



All Funds Summary YTD

Cary CCSD 26

For the Month Ended June 2026



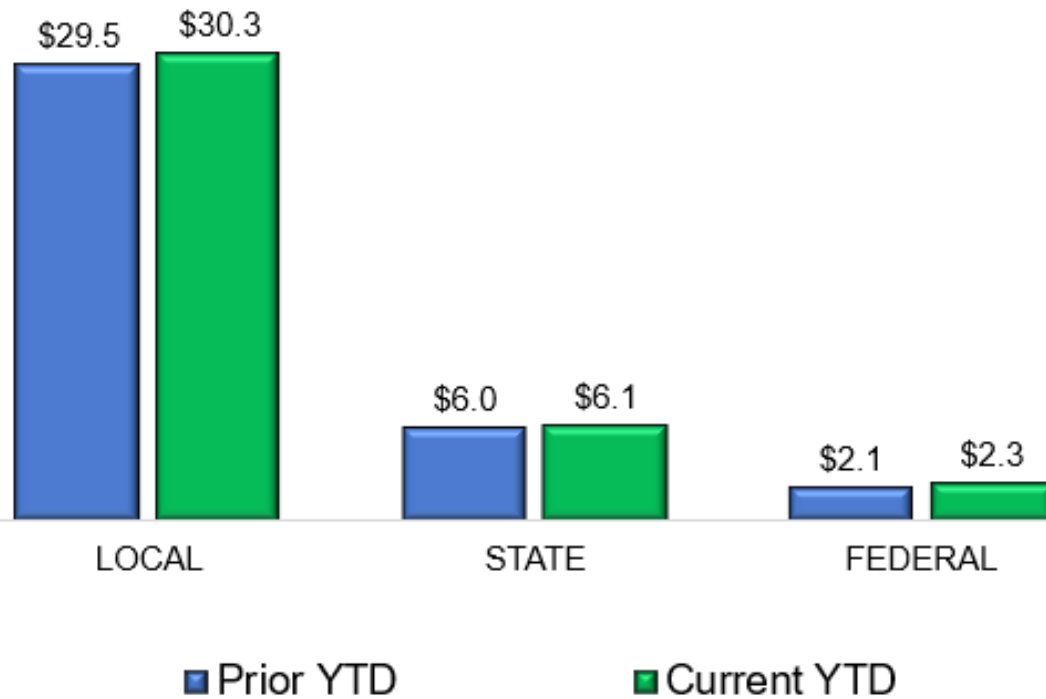
	10 Educational	20 Oper. & Maint.	30 Debt Service	40 Transportation	50 IMRF / SS	60 Capital Projects	70 Working Cash	80 Tort	90 FP & Safety	FY2026 Total YTD	FY2026 Budget	YTD % of Budget
Revenue:												
Property Taxes	\$23,224,982	\$2,260,791	\$1,437,052	\$1,285,092	\$794,825	\$0	\$0	\$0	\$0	\$29,002,743	\$29,012,578	99.97%
CPPRT	\$431,576	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$431,576	\$450,000	95.91%
Earnings on Investments	\$615,730	\$0	\$8,011	\$0	\$0	\$429,390	\$0	\$0	\$0	\$1,053,131	\$750,000	140.42%
Other Local Revenue	\$1,507,071	\$138,396	\$0	\$25,459	\$0	\$23,014	\$0	\$0	\$0	\$1,693,940	\$1,300,400	130.26%
Evidence Based Funding	\$4,660,086	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,660,086	\$4,659,939	100.00%
Other State Revenue	\$478,647	\$0	\$0	\$999,929	\$0	\$50,000	\$0	\$0	\$0	\$1,528,576	\$1,200,978	127.28%
Federal Revenue	\$2,341,372	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,341,372	\$1,784,310	131.22%
Total Revenues	\$33,259,464	\$2,399,187	\$1,445,063	\$2,310,481	\$794,825	\$502,404	\$0	\$0	\$0	\$40,711,423	\$39,158,205	103.97%
Expense:												
Salaries	\$19,714,023	\$195,205	\$0	\$970,940	\$0	\$0	\$0	\$0	\$0	\$20,880,167	\$21,315,651	97.96%
Benefits	\$4,051,333	\$77,017	\$0	\$154,286	\$1,072,392	\$0	\$0	\$0	\$0	\$5,355,028	\$5,686,995	94.16%
Purchased Services	\$3,783,223	\$1,822,895	\$0	\$364,241	\$0	\$2,482,274	\$0	\$0	\$0	\$8,452,633	\$5,925,132	142.66%
Supplies	\$1,483,716	\$626,568	\$0	\$190,636	\$0	\$0	\$0	\$0	\$0	\$2,300,920	\$2,595,914	88.64%
Capital Outlay	\$530,208	\$0	\$0	\$39,124	\$0	\$10,276,597	\$0	\$0	\$0	\$10,845,929	\$13,109,299	82.73%
Other Objects	\$1,218,533	\$0	\$2,257,773	\$2,101	\$0	\$0	\$0	\$0	\$0	\$3,478,407	\$2,844,214	122.30%
NonCapitalized Equipment	\$48,277	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$48,277	\$31,000	155.73%
Termination Benefits	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Expenses	\$30,829,312	\$2,721,685	\$2,257,773	\$1,721,328	\$1,072,392	\$12,758,872	\$0	\$0	\$0	\$51,361,361	\$51,508,205	99.71%
Surplus/Deficit	\$2,430,152	-\$322,498	-\$812,710	\$589,153	-\$277,567	-\$12,256,468	\$0	\$0	\$0	-\$10,649,938	-\$12,350,000	
Other Financing Sources/Uses:												
Other Financing Sources	\$-6,000,000	\$0	\$765,441	\$-621,753	\$0	\$11,412,142	\$0	\$0	\$0	\$5,555,830	\$0	
Other Financing Uses	\$5,123	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,123	\$0	
Total Other Financing Sources/(Uses)	-\$6,005,123	\$0	\$765,441	-\$621,753	\$0	\$11,412,142	\$0	\$0	\$0	\$5,550,707	\$0	
Net Change in Fund Balance	-\$3,574,971	-\$322,498	-\$47,269	-\$32,600	-\$277,567	-\$844,326	\$0	\$0	\$0	-\$5,099,231	-\$12,350,000	
Beginning Fund Balance	\$16,486,529	\$1,990,029	\$372,419	\$1,563,031	\$863,382	\$5,142,015	\$403,196	\$0	\$0	\$26,820,601	\$26,820,601	
Ending Fund Balance	\$12,911,558	\$1,667,531	\$325,150	\$1,530,431	\$585,815	\$4,297,689	\$403,196	\$0	\$0	\$21,721,370	\$14,470,601	

Prior YTD vs Current YTD

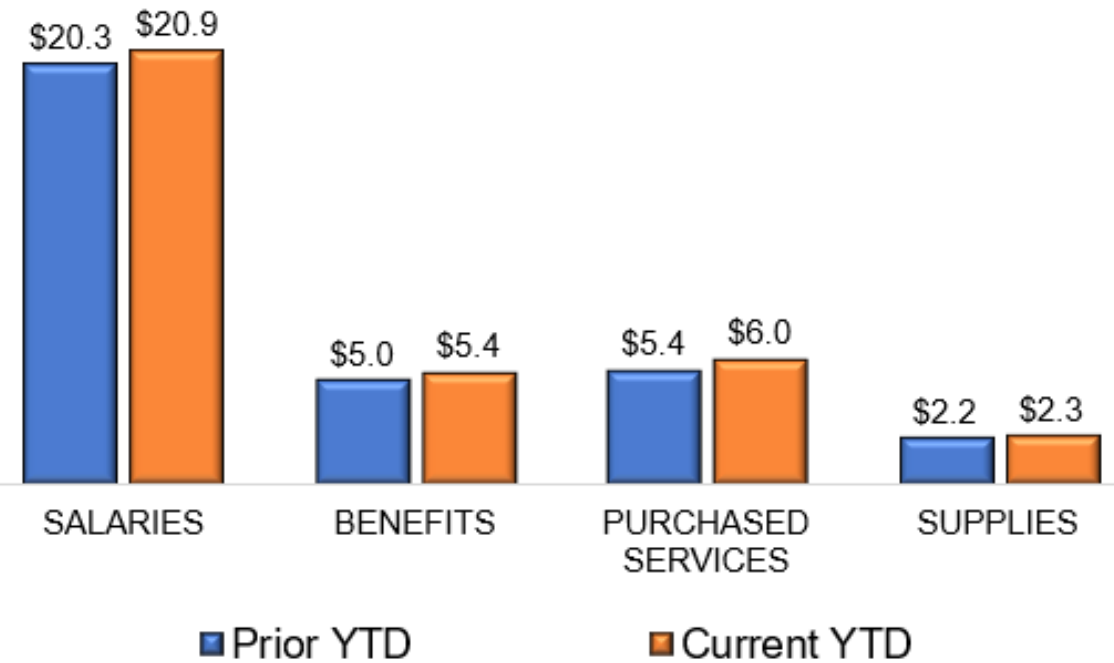
For the Period Ending June 30, 2026

Educational | Operations and Maintenance | Transportation | IMRF/SS | Working Cash

Revenues by Source (Millions)



Expenditures by Object (Millions)



Prior YTD vs Current YTD

For the Period Ending June 30, 2026

Educational | Operations and Maintenance | Transportation | IMRF/SS | Working Cash

Educational | Operations and Maintenance | Transportation | IMRF/SS | Working Cash

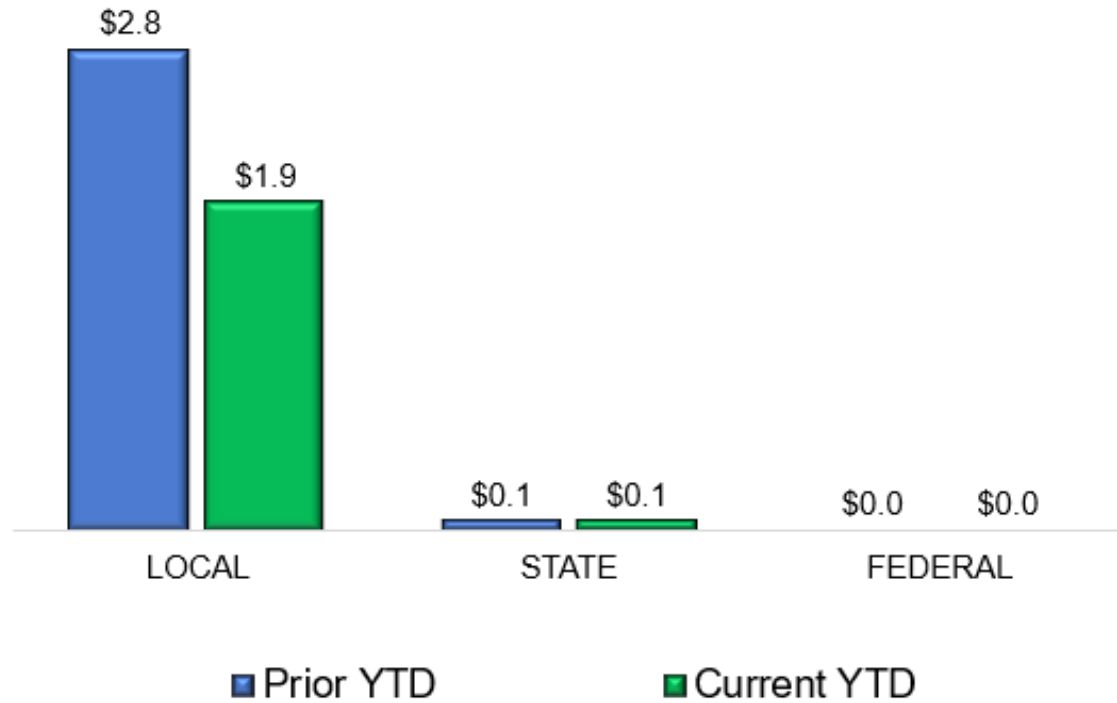
	Prior			Current		
	YTD Actuals	Fiscal Year Actuals	YTD % of Actual	YTD Actuals	Fiscal Year Budget	YTD % of Budget
REVENUES						
Local	\$29,500,174	\$29,500,174	100.00%	\$30,283,922	\$29,924,345	101.20%
State	6,003,031	6,003,031	100.00%	6,138,662	5,860,917	104.74%
Federal	2,138,612	2,138,612	100.00%	2,341,372	1,784,310	131.22%
Other	0	0		0	0	
TOTAL REVENUE	\$37,641,817	\$37,641,817	100.00%	\$38,763,956	\$37,569,572	103.18%
EXPENDITURES						
Salaries	\$20,262,026	\$20,262,026	100.00%	\$20,880,167	\$21,315,651	97.96%
Benefits	4,984,955	4,984,955	100.00%	5,355,028	5,686,995	94.16%
Purchased Services	5,446,596	5,446,596	100.00%	5,970,359	5,925,132	100.76%
Supplies	2,201,382	2,201,382	100.00%	2,300,920	2,595,914	88.64%
Capital Outlay	713,912	713,912	100.00%	569,332	609,299	93.44%
Other Objects	940,278	940,278	100.00%	1,220,634	790,581	154.40%
Non-Cap Equipment	31,951	31,951	100.00%	48,277	31,000	155.73%
Termination Benefits	0	0		0	0	
TOTAL EXPENDITURES	\$34,581,099	\$34,581,099	100.00%	\$36,344,717	\$36,954,572	98.35%
SURPLUS / (DEFICIT)	\$3,060,717	\$3,060,717		\$2,419,239	\$615,000	
OTHER SOURCES / (USES)						
Other Financing Sources	(\$1,943,030)	(\$1,943,030)		(\$6,621,753)	(\$615,000)	
Other Financing Uses	\$0	\$0		(\$5,123)	\$0	
TOTAL OTHER SOURCES / (USES)	(\$1,943,030)	(\$1,943,030)		(\$6,626,876)	(\$615,000)	
SURPLUS / (DEFICIT)	\$1,117,687	\$1,117,687		(\$4,207,637)	\$0	
ENDING FUND BALANCE	\$21,306,168	\$21,306,168		\$17,098,531	\$21,306,168	

Prior YTD vs Current YTD

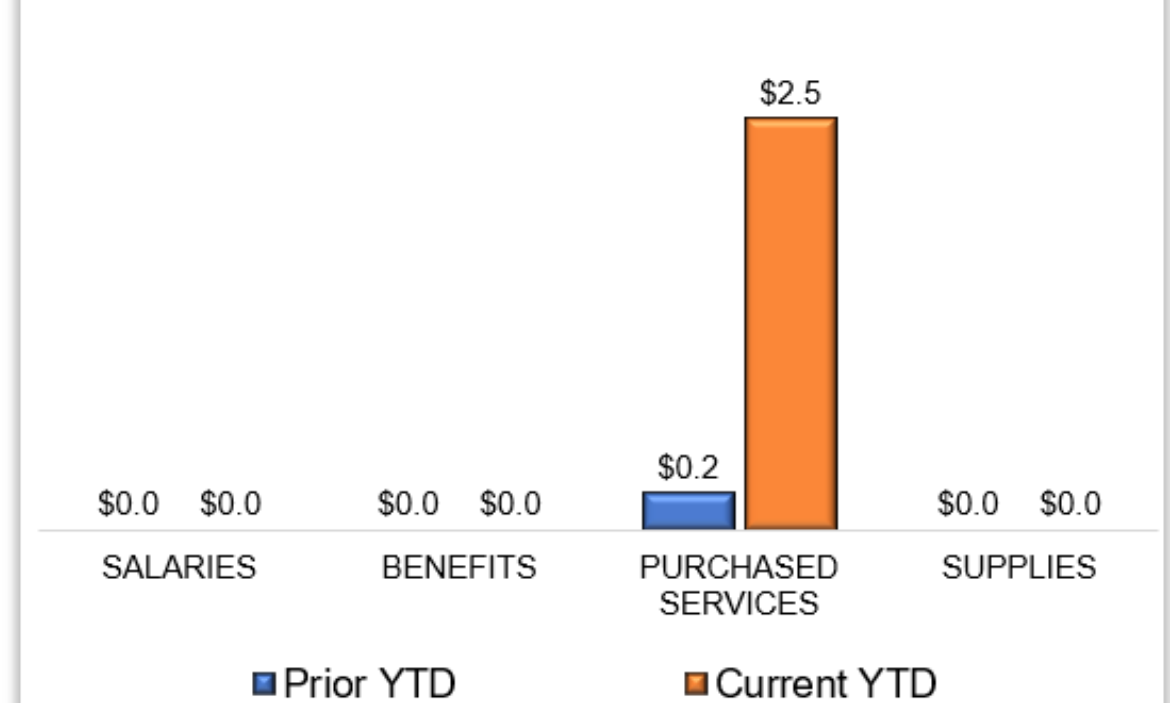
For the Period Ending June 30, 2026

| Debt Service | Capital Projects

Revenues by Source (Millions)



Expenditures by Object (Millions)



Prior YTD vs Current YTD

For the Period Ending June 30, 2026

| Debt Service | Capital Projects

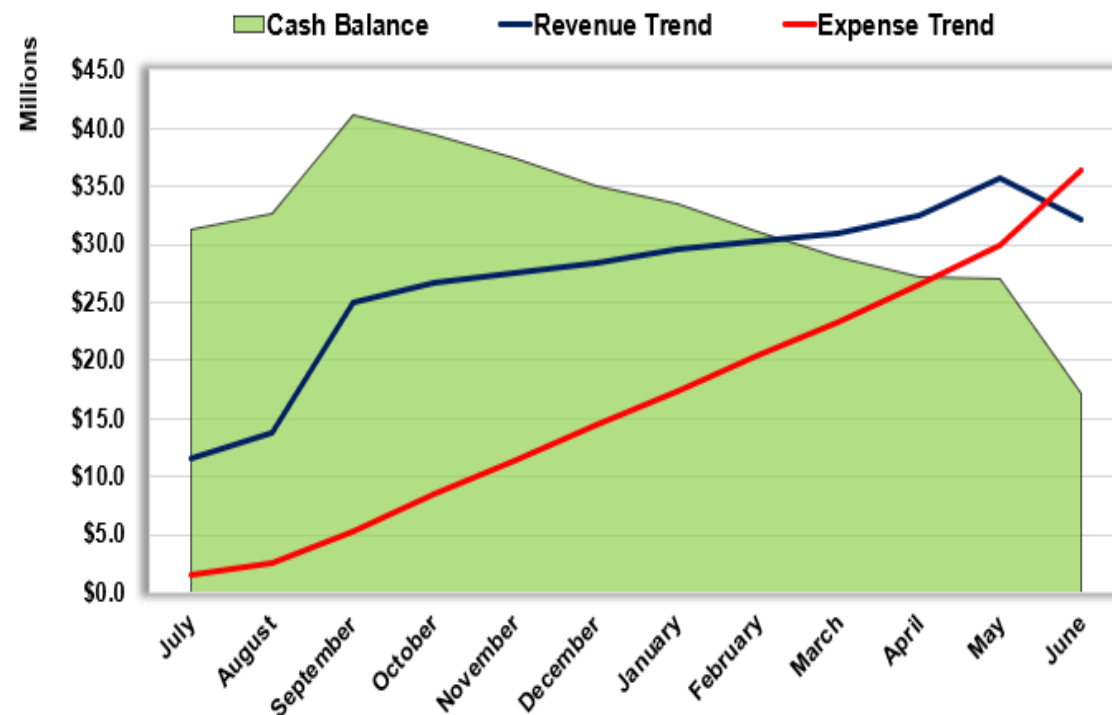
	Prior			Current		
	YTD	Fiscal Year	YTD %	YTD	Fiscal Year	YTD %
	Actuals	Actuals	of Actual	Actuals	Budget	of Budget
REVENUES						
Local	\$2,779,173	\$2,779,173	100.00%	\$1,897,467	\$1,588,633	119.44%
State	50,000	50,000	100.00%	50,000	0	
Federal	0	0		0	0	
Other	0	0		0	0	
TOTAL REVENUE	\$2,829,173	\$2,829,173	100.00%	\$1,947,467	\$1,588,633	122.59%
EXPENDITURES						
Salaries	\$0	\$0		\$0	\$0	
Benefits	0	0		0	0	
Purchased Services	213,714	213,714	100.00%	2,482,274	0	
Supplies	0	0		0	0	
Capital Outlay	1,613,931	1,613,931	100.00%	10,276,597	12,500,000	82.21%
Other Objects	3,066,632	3,066,632	100.00%	2,257,773	2,053,633	109.94%
Non-Cap Equipment	0	0		0	0	
Termination Benefits	0	0		0	0	
TOTAL EXPENDITURES	\$4,894,276	\$4,894,276	100.00%	\$15,016,644	\$14,553,633	103.18%
SURPLUS / (DEFICIT)	(\$2,065,103)	(\$2,065,103)		(\$13,069,178)	(\$12,965,000)	
OTHER SOURCES / (USES)						
Other Financing Sources	\$7,468,030	\$7,468,030		\$12,177,583	\$615,000	
Other Financing Uses	\$0	\$0		\$0	\$0	
TOTAL OTHER SOURCES / (USES)	\$7,468,030	\$7,468,030		\$12,177,583	\$615,000	
SURPLUS / (DEFICIT)	\$5,402,927	\$5,402,927		(\$891,595)	(\$12,350,000)	
ENDING FUND BALANCE	\$5,514,434	\$5,514,434		\$4,622,839	(\$6,835,566)	

2026 Cash Flow Projection

Educational | Operations & Maintenance | Transportation | Municipal Retirement/Social Security | Working Cash

	July Actual	August Actual	September Actual	October Actual	November Actual	December Actual	January Actual	February Actual	March Actual	April Actual	May Actual	June Actual	Year to Date Actual	Year End Projected
Beginning Cash Balance	\$21,306,168	\$31,346,347	\$32,613,286	\$41,118,142	\$39,419,370	\$37,449,352	\$35,101,942	\$33,513,637	\$31,159,886	\$28,968,749	\$27,160,622	\$27,051,505	\$21,306,168	\$21,306,168
Cash Flow Summary														
Revenues (Cash In)	11,520,059	2,269,333	11,221,196	1,666,602	925,296	712,917	1,274,106	602,391	792,502	1,464,153	3,286,470	(3,592,823)	32,142,203	32,142,203
Expenditures (Cash Out)	1,479,880	1,002,394	2,716,340	3,365,374	2,895,314	3,060,327	2,862,411	2,956,142	2,983,639	3,272,280	3,395,587	6,360,151	36,349,840	36,349,840
Adjustments	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Cash Flow	\$10,040,180	\$1,266,939	\$8,504,856	(\$1,698,772)	(\$1,970,018)	(\$2,347,411)	(\$1,588,304)	(\$2,353,751)	(\$2,191,137)	(\$1,808,127)	(\$109,117)	(\$9,952,974)	(\$4,207,637)	(\$4,207,637)
Ending Cash Balance	\$31,346,347	\$32,613,286	\$41,118,142	\$39,419,370	\$37,449,352	\$35,101,942	\$33,513,637	\$31,159,886	\$28,968,749	\$27,160,622	\$27,051,505	\$17,098,531	\$17,098,531	\$17,098,531

Operating Fund Summary	
Fund 10 (Education)	\$ 2,430,152
Fund 20 (Operations/Maintenance)	\$ (322,498)
Fund 40 (Transportation)	\$ 589,153
Fund 50 (IMRF/Social Security)	\$ (277,567)



Investments

Investments as of 6/30/2026							
	Trade	Settlement			Maturity		
Description	Date	Date	Purchase Price	Principal	Date	Coupon	Yield to Maturity
The First National Bank of Hutchinson, KS	7/1/2025	7/1/2025	\$240,400.00	\$249,895.80	7/1/2026		3.95%
Harmony Bank, TX	7/1/2025	7/1/2025	\$240,300.00	\$249,896.35	7/1/2026		3.99%
Customers Bank, NY	7/1/2025	7/1/2025	\$240,300.00	\$249,878.87	7/1/2026		3.98%
Royal Business Bank, CA	7/1/2025	7/1/2025	\$240,100.00	\$249,920.48	7/1/2026		4.09%
Cornerstone Bank, NE	7/1/2025	7/1/2025	\$240,200.00	\$249,865.65	7/1/2026		4.02%
NorthEast Community Bank, NY	7/1/2025	7/1/2025	\$240,400.00	\$249,941.48	7/1/2026		3.96%
Affinity Bank, National Association, GA	1/28/2025	1/28/2025	\$235,400.00	\$249,912.80	7/28/2026		4.12%
Morgan Stanley Bank NA	1/29/2025	2/5/2025	\$244,508.54	\$244,000.00	8/5/2026		4.05%
First Bank of Richmond	1/29/2025	2/5/2025	\$244,225.27	\$244,000.00	8/5/2026		4.05%
Bank of America NA	1/29/2025	2/5/2025	\$244,508.54	\$244,000.00	8/5/2026		4.05%
North Alabama Bank	1/29/2025	2/6/2025	\$244,280.53	\$244,000.00	8/6/2026		4.07%
ServisFirst Bank, FL	2/3/2026	2/3/2026	\$244,800.00	\$249,865.20	9/1/2026		3.60%
Gbank, NV	2/3/2026	2/3/2026	\$244,600.00	\$249,780.23	9/1/2026		3.68%
Bank Hapoalim B.M., NY	2/3/2026	2/3/2026	\$244,900.00	\$249,930.18	9/1/2026		3.57%
Dundee Bank, NE	2/3/2026	2/3/2026	\$244,800.00	\$249,859.82	9/1/2026		3.59%
First State Bank and Trust Compan, Inc., MO	3/19/2026	3/19/2026	\$245,200.00	\$249,877.54	10/1/2026		3.55%
Consumers Credit Union, IL	3/19/2026	3/19/2026	\$245,100.00	\$249,884.22	10/1/2026		3.55%
Cumberland Federal Bank, FSB, WI	3/19/2026	3/19/2026	\$244,400.00	\$249,911.25	11/2/2026		3.61%
Barrington Bank & Trust Company	3/19/2026	3/19/2026	\$244,400.00	\$249,911.45	11/2/2026		3.61%
KS State Bank, KS	1/28/2025	1/28/2025	\$231,000.00	\$249,849.80	1/28/2027		4.08%
Baxter Credit Union, IL	1/28/2025	1/28/2025	\$230,900.00	\$249,842.84	1/28/2027		4.10%
Signature BK of Arkansas	1/28/2025	1/31/2025	\$249,333.33	\$249,000.00	1/29/2027		4.08%
Goldman Sachs Bank USA	1/28/2025	2/4/2025	\$244,668.08	\$244,000.00	2/4/2027		4.11%
Morgan Stanley PVT Bank	1/29/2025	2/5/2025	\$244,667.68	\$244,000.00	2/5/2027		4.16%
CFG Bank	3/19/2026	3/19/2026	\$241,100.00	\$249,833.50	3/19/2027		3.62%
LIQ Account Balance			\$12,471.58	\$12,471.58			
MAX Account Balance			\$595,053.13	\$595,053.13			
			\$6,662,016.68	\$6,818,382.17			

6/30/2026			
Fund	LIQ	MAX	Total
Capital Improvement 2024	\$74.24	\$8,849,012.43	\$8,849,086.67
Capital Improvement 2026	\$5,219,839.13	\$0.00	\$5,219,839.13
Total			\$14,068,925.80
Capital Improvement Interest			\$34,085.18





Any Questions?



PROFESSIONAL SERVICE AGREEMENT

This service agreement (the agreement) is made, by and between, Transportation & Residency Specialists, LLC and CARY CCSD 26, with District offices located in CARY, ILLINOIS.

THE PARTIES AGREE AS FOLLOWS:

Scope of Services

1.1 Transportation & Residency Specialists, LLC will provide CARY CCSD 26, with Professional Services as mutually agreed upon and described in the attached Statement of Work. All Professional Services to be provided hereunder will be referred to as services. The parties may use this agreement for multiple statements of work. Each statement of work must reference this agreement.

1.2 Statements of Work will be written documents setting forth at a minimum:

- a. A complete, sufficiently detailed description of the types of services to be rendered.
- b. The applicable billing rates for the services to be rendered (service fees).
- c. Any additional terms and conditions to which the parties may agree.

1.3 The parties contemplate that it may be desirable to make changes to the statement(s) of work. Before performing any work associated with any such change, a written change order shall set forth the necessary revisions to the statement(s) of work, and the parties, shall agree in writing that such work constitutes a change from the original statement of work, as amended, and that they further agree to the change provisions set forth in the change order. Each change order shall be numbered serially and executed by Transportation & Residency Specialists, LLC and CARY CCSD 26.

1.4 Executive staff of CARY CCSD 26 and Transportation & Residency Specialists, LLC will review the status of the services, statement(s) of work, change orders, invoices and estimates as may be required. A written status report and/or presentation may be provided regarding the review as requested by CARY CCSD 26. Transportation & Residency Specialists, LLC and CARY CCSD 26 agree to execute and maintain copies of these status reports, if applicable.

Obligations

2.1 CARY CCSD 26 will provide other support services as both the company and Transportation & Residency Specialists, LLC subsequently agree.



Service Fees and Expenses

3.1 CARY CCSD 26 shall be responsible for all service fees and expenses as identified in the applicable statement(s) of work (and change orders, as applicable) as those services are provided.

3.2 Transportation & Residency Specialists, LLC will invoice CARY CCSD 26 for the service fees twice per calendar month (on or about the 15th and 30th of each month) or as otherwise agreed to by the parties. CARY CCSD 26 agrees to remit full payment to accounts payable promptly upon its receipt of the invoice.

Term and Termination

4.1 This agreement shall commence as of the agreement date below and shall remain in force for a minimum of two consecutive Illinois State Board of Education Transportation annual claim cycles. It shall begin with work on the 2025 – 2026 claim and shall remain in effect until the completion of the 2026 - 2027 claim. After the completion of the two claim cycles, this agreement shall remain in force until either party cancels the agreement.

Proprietary Rights: Confidential information

5.1 Transportation & Residency Specialists, LLC agrees that the work products from the services provided to CARY CCSD 26 shall be owned by CARY CCSD 26. Nothing contained in this section 5.1 shall be construed as prohibiting Transportation & Residency Specialists, LLC from utilizing in any manner, knowledge and experience of a general nature acquired in the performance of services for CARY CCSD 26.

5.2 Confidential information includes all information identified by a disclosing party as proprietary and confidential, which confidential information shall remain the sole property of the disclosing party unless the ownership of such confidential information is otherwise expressly set forth in the agreement. Items will not be considered confidential information if: (a) available to public other than by a breach of an agreement by the recipient; (b) rightfully received from a third party not in breach of any obligation of any confidentiality; (c) independently developed by one party without access to the confidential information of the other; or (d) rightly known to the recipient at the time of disclosure as verified by its written records.

5.3 Each party agrees that it shall not use for any purpose or disclose to any third party any confidential information of the other party without the express written consent of the other party. Each party agrees to safeguard the confidential information of the other party against use or disclosure other than as authorized by or pursuant to this agreement through measures, and exercising a degree of care, which are at least as protective as those, Transportation & Residency Specialists, LLC or CARY CCSD 26, as the case may be, exercises in safeguarding the confidentiality of its own proprietary



information, but no less than a reasonable degree of care under the circumstances. Each party shall permit access to the confidential information of the other party only to those individuals (a) who have entered into a written nondisclosure agreement with the other party on terms equally as restrictive as those set forth herein, and (b) who require access in performance of their duties to the other party in connection with the other party's rights under this agreement.

5.4 Each party acknowledges that the wrongful use or disclosure of confidential information of the other party may result in irreparable harm for which there will be no adequate remedy at law. In the event of a breach by the other party or any of its officers, employees, or agents of its or their obligations under this Section 5, the non-breaching party may immediately terminate this agreement without liability to the other party, and may bring an appropriate legal action to enjoin such breach, and shall be entitled to recover from the breaching party reasonable legal fees and cost in addition to other appropriate relief.

Warranties

6.1 Transportation & Residency Specialists, LLC warrants that the services to be provided under this agreement shall be performed in a professional manner conforming to generally accepted industry standards and practices. CARY CCSD 26 agrees that Transportation & Residency Specialists, LLC's sole and exclusive obligation with respect to the services covered by this limited warranty shall be, at Transportation & Residency Specialists, LLC 's sole discretion, to correct any such nonconformity.

General Provisions

7.1 The relationship of CARY CCSD 26 and Transportation & Residency Specialists, LLC is that of independent contractors. Personnel of both parties are neither agents nor employees of the other party for federal tax purposes or any other purpose whatsoever, and are not entitled to any employee benefits of the other party.

7.2 No delay, failure, or default in performance of any obligation by either party, excepting all obligations to make payments hereunder, shall constitute a breach of this agreement to the extent caused by force majeure.

7.3 Any assignment in violation of these terms is void.

7.4 Any controversy or claim arising out of or relating to this agreement, or the breach thereof, shall be conclusively resolved through binding arbitration under the Commercial Arbitration Rules of the American Arbitration Association. Judgment on the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof.

Each party shall bear its own costs and attorney fees, unless the arbitration award specifically provides otherwise.



7.5 All communications between the parties with respect to any of the provisions of this agreement shall be in writing, and shall be sent by personal delivery or e-mail to CARY CCSD 26 or to Transportation & Residency Specialists, LLC as set forth in the preamble of this agreement, until such time as either party provided the other not less than ten (10) days prior written notice of a change of address in accordance with these provisions.

7.6 The validity of this agreement and the rights, obligations and relations of the parties hereunder shall be construed and determined under and in accordance with the laws of the state of Illinois; provided, however, that if any provision of the agreement is determined by a court of competent jurisdiction to be in violation of any applicable law or otherwise invalid or unenforceable, such provision shall to such extent as it shall be determined to be illegal, invalid or unenforceable under such law be deemed null and void, but this agreement shall otherwise remain in full force. After arbitration, as specified in Section 7.4, any suit to enforce any provision of this agreement, or any right, remedy or other matter arising from the arbitration, will be brought exclusively in the state or federal courts located in Illinois. Transportation & Residency Specialists, LLC and CARY CCSD 26 agree and consent to the venue in and to the in- person jurisdiction of the aforementioned courts.

7.7 Any modification or amendment of any provision of this agreement must be in writing and bear the signature of the duly authorized representatives of both parties. The failure of any party to enforce any right it is granted herein, or to require the performance by the other party hereto of any provision of this agreement, or the waiver by any party of any breach of this agreement, shall not prevent a subsequent exercise or enforcement of such provisions or be deemed a waiver of any subsequent breach of this agreement. All provisions of this agreement which by their own terms take effect upon the termination of this agreement or by their nature survive termination (including without limitation the provisions of Sections 3, 5, 6, 7) shall survive such termination.

7.8 This agreement, all attached schedules and all other agreements referred to herein or to be delivered by the parties pursuant hereto, represents the entire understanding and agreement between the parties with respect to the subject matter hereof, and merges all prior discussions between them and supersedes and replaces any and every other agreement or understanding which may have existed between the parties to the extent that any such agreement or understanding relates to providing services to CARY CCSD 26. CARY CCSD 26 hereby acknowledges that it has not reasonably relied on any other representation or statement that is not contained in this agreement or made by a person or entity other than Transportation & Residency Specialists, LLC. To the extent, if any, that the terms and conditions of CARY CCSD 26 orders or other correspondence are inconsistent with this agreement, this agreement shall control.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their duly authorized representatives as of the agreement date below.

**Employer Information:**

Company name: CARY CCSD 26

Representative name: Dr. Sarah Cacciatore

Job title: Superintendent

Signature:

Date:

Company information:

Transportation & Residency Specialists, LLC

Representative Name: JIM LOVELACE, PRESIDENT

Signature:

Date: July 16, 2026

Amendment: This agreement is voluntarily entered into and is at-will. That is, either party is free to terminate the Professional Service Agreement at will, at any time, with or without cause. Nothing contained in any company documents shall in any way modify this at-will policy, and the at-will policy cannot be modified in any way by oral or written representation made by anyone employed by CARY CCSD 26. Upon termination of this agreement, Transportation & Residency Specialists, LLC must return all documentation, equipment or other materials provided by CARY CCSD 26 during the term of this agreement.

Statement of Work

This statement of work is made effective as of the date of the signatures by and between Transportation & Residency Specialists, LLC and CARY CCSD 26. Other transportation related items will be reviewed if requested.

Description of Services:

CARY CCSD 26 is requesting services to review their State of Illinois transportation claims and assist them in maximizing the dollars available through the State of Illinois Transportation claim reimbursement process. This process shall include both the 2025-26 and the 2026-2027 State of Illinois Transportation claims.



Billing Rate

Hourly rate \$100 for all hours worked.

10% of any increase to the Transportation Claim. This will be calculated as an annualized amount utilizing the sum of all four categories on line 23, column E of the claim and compared to the previous year. The corresponding amount will be billed at the conclusion of the review and may be based on the initial claim submission amount or the adjusted claim amount, whichever is higher.

Estimated total: TBD

Additional Terms and Conditions:

Estimated completion date: TBD

This statement of work serves as an exhibit to the Professional Service Agreement.

Agreed and Accepted:

Company name: CARY CCSD 26

Representative name: Dr. Sarah Cacciatore

Job title: Superintendent

Signature:

Date:

Company Name: Transportation & Residency Specialists, LLC

Representative Name: JIM LOVELACE, PRESIDENT

Signature:

Date: July 16, 2026



Cary 26
2026 Summer Projects
Update

P R E S E N T A T I O N

CARY 26 SUMMER PROJECTS 2026 JULY 20TH EDITION

www.cary26.org



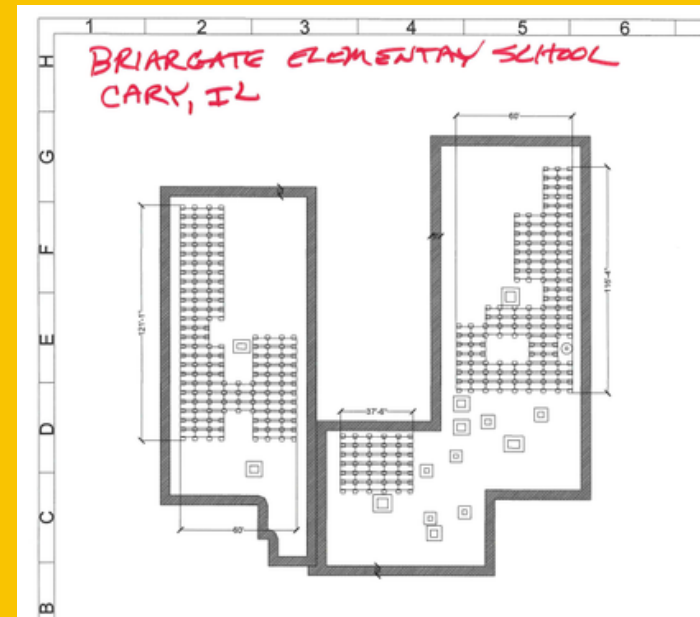


BRIARGATE ELEMENTARY

- New solar panel system
- Monument sign facelift
- Parking lot signs
- Crack Filling and Striping



BRIARGATE ELEMENTARY



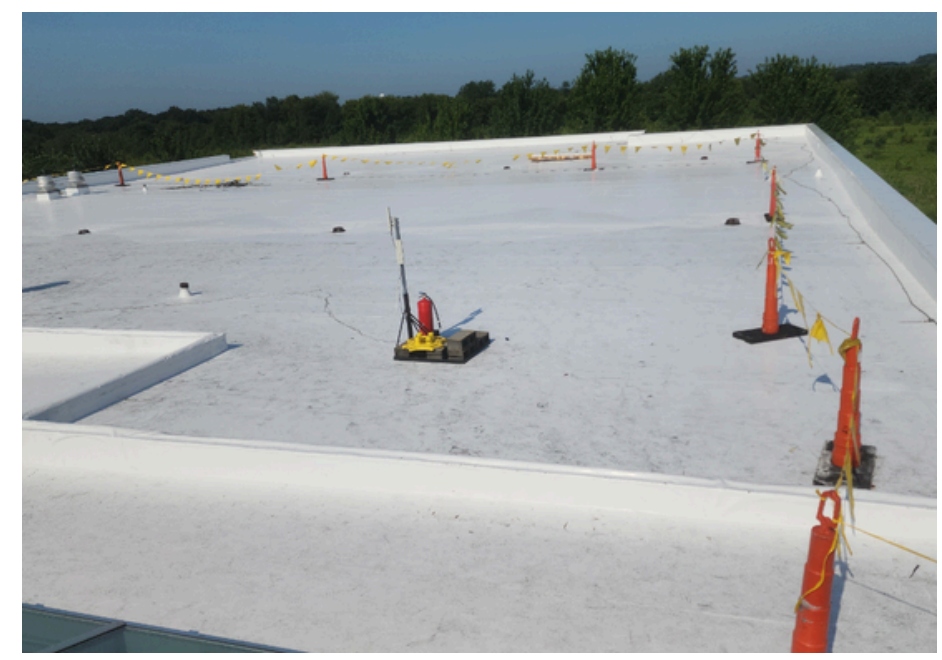
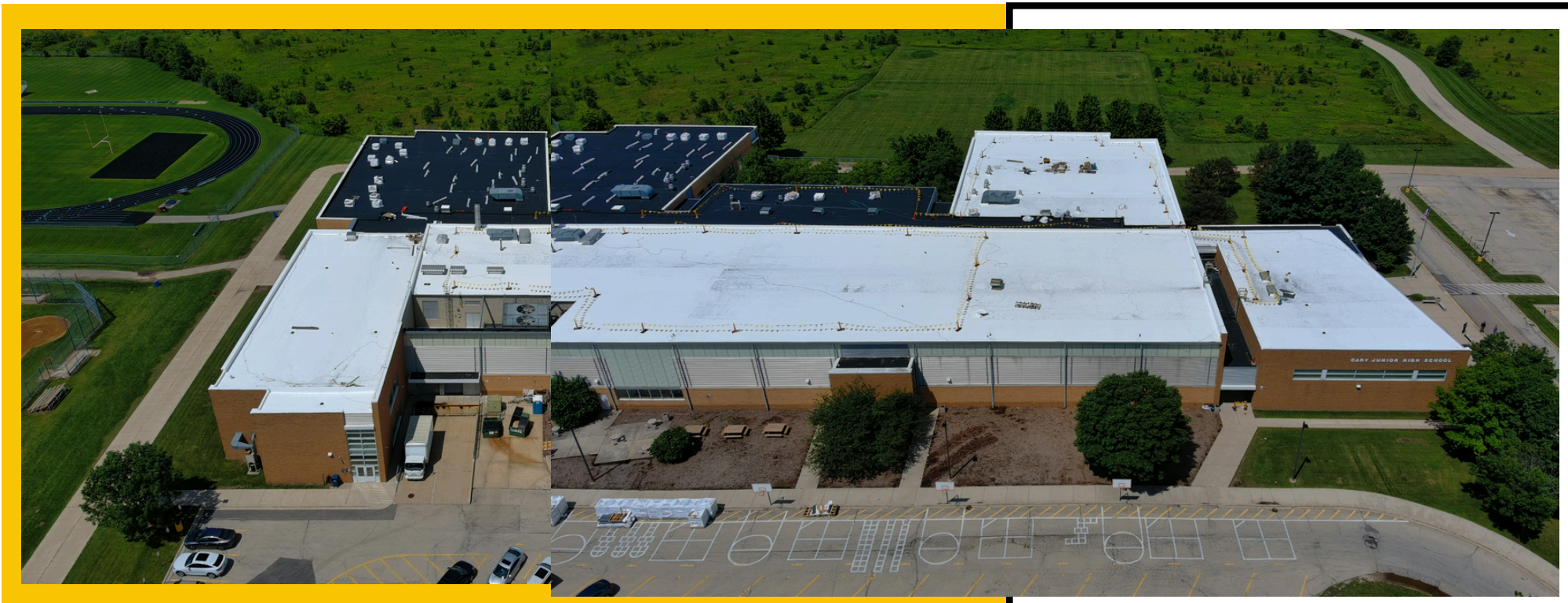


CARY JUNIOR HIGH SCHOOL



- New Roof
 - Solar Panel System
 - Security upgrade to entry way glass.
 - All entrances will get laminated glass.
-
- ✓ **Referendum Improvements**
 - ✓ **Scheduled**
 - ✓ **School Year 2027-2028**

CARY JUNIOR HIGH SCHOOL





DEER PATH ELEMENTARY SCHOOL



Planned Upgrades

New modern Fire Alarm Panel.
Audio Enhancements Epic System.
HVAC Optimizations Boiler and Chiller.
Security Upgrades. New Clock System.
LED Lights and ceiling tiles
New Flooring, Casework, Markerboard
and Tackboard. Painting. Plumbing
improvements. Flat Panel Monitors.
Laminated glass interior and exterior.
Exterior door replacements and select
interior door replacements.

OAK KNOLL EARLY CHILDHOOD CENTER



Oak Knoll will be installing all new Exterior Windows and a
Solar Panel System

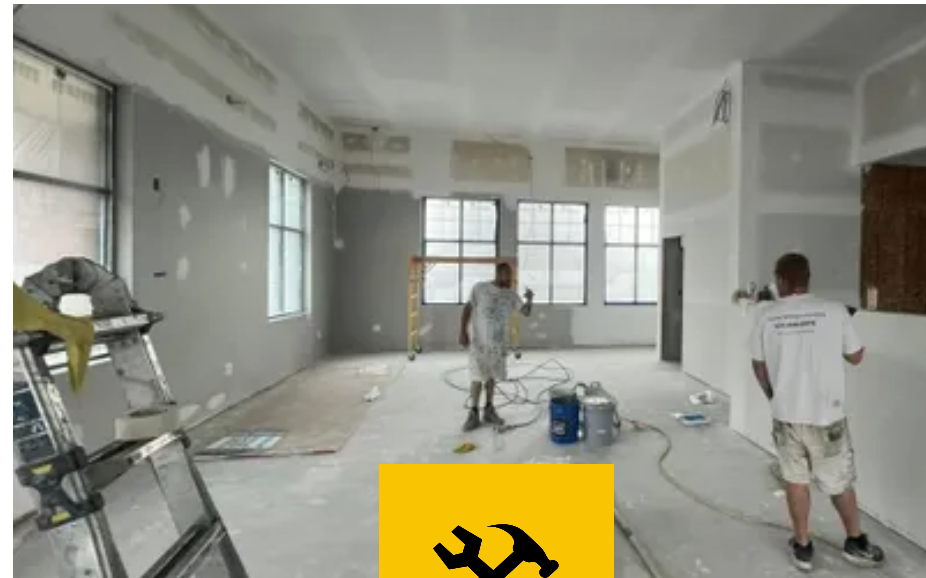


THREE OAKS ELEMENTARY SCHOOL



Security Upgrades

New Wireless Locks and laminated glass in the interior.



Select Interior Remodeling

Painting, Markerboard, Tackboard, and Flat Panel Monitors.



Courtyard Door and Frame Replacement

The courtyard windows and doors will be updated.



TRANSPORTATION SITE



The Transportation Center Site is making great progress. Lots of pictures on our Construction Page on Cary26.org. Completion date is scheduled for beginning of August. We will have a Grand Opening Ceremony with the help of the Village Chamber of Commerce.



ANY EXTRA QUESTIONS?





THANK YOU

For Your Attention



IASB In-District Workshop: Starting Right

New members want to make an impact but don't yet know how. Veteran board members can guide them by sharing the board's practices and procedures. IASB can help by facilitating a Starting Right workshop. Starting Right, a type of board self-evaluation, begins with a review of the board's role in effective governance and continues with a discussion of the board expectations for communications, board superintendent relationships, board meetings, and much more. To become a high-performing team, each board must address the needs of new board members and the development of the "new" governance team. You may also wish to schedule a Starting Right workshop with your new superintendent as many boards find value in discussing the expectations of all parties in this crucial relationship.

Starting Right is a type of board self-evaluation. The Illinois Open Meetings Act allows boards to meet in closed session for the purpose of board self-evaluation when meeting with a representative of a statewide association of which the public body is member. 5 ILCS 120/2(c)(16).

PRESS Plus Revisions to Policies – June 2026 Update 122

Number and Title	Revision Descriptions	Recommended Action	Board Action
2:70-E, Checklist for Filling Board Vacancies by Appointment	The exhibit is updated to correct obsolete links to IASB's website and for continuous improvement.	Accept PRESS Plus	
2:120-E3, Resolution to Appoint a Delegate to the Illinois Association of School Boards Delegate Assembly	NEW. A new exhibit is created to assist boards with annually appointing a delegate to the IASB Delegate Assembly (DA) and defining the delegate's authority to act on the board's behalf at the DA.	Accept PRESS Plus	
2:220-E1, Board Treatment of Closed Meeting Verbatim Recordings and Minutes	The exhibit is updated in response to a five-year review.	Accept PRESS Plus Keep D26 Specific Language pg. 2 title of Board of Education	
2:220-E3, Closed Meeting Minutes	The exhibit is updated in response to a five-year review.	Accept PRESS Plus Five-Year Review	
2:220-E5, Semi-Annual Review of Closed Meeting Minutes	The exhibit is updated in response to a five-year review.	Accept PRESS Plus Five-Year Review	
2:220-E8, School Board Records Maintenance Requirements and FAQs	The exhibit is updated in response to a five-year review.	Accept PRESS Plus Five-Year Review	
2:230, Public Participation at School Board Meetings and Petitions to the Board	The policy, Legal References, Cross References, and footnotes are updated in response to a five-year review.	Accept PRESS Plus Five-Year Review	
5:40, Communicable and Chronic Infectious Disease	The policy, Legal References, and footnotes are updated in response to a five year review.	Accept PRESS Plus Five-Year Review	
5:240, Suspension	The policy and footnotes are updated in response to a five-year review. The policy is updated with minor style changes.	Accept PRESS Plus	

6:70, Teaching About Religions	The Legal References and footnotes are updated in response to Mahmoud v. Taylor, addressing opt-out from curriculum based on parent religious objections. The Legal References are also updated with a minor style change. The footnotes are also updated in response to the U.S. Dept. of Education's <i>Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools</i> (2026), and for continuous improvement.	Accept PRESS Plus	
6:80, Teaching About Controversial Issues	The Legal References, Cross References, and footnotes are updated in response to Mahmoud v. Taylor, addressing opt-out from curriculum based on parent religious objections. The footnotes are also updated in response to Kluge v. Brownsburg Cmty. Sch. Corp., 150 F.4th 792, 813 (7th Cir. 2025), leaving unsettled the issue of whether a district's accommodation of a teacher's religious objection to calling students by their preferred names and pronouns was an undue hardship.	Accept PRESS Plus	
6:190, Extracurricular And Co-Curricular Activities	The policy and footnotes are updated to align with the changes made to 7:330, <i>Student Use of Buildings – Equal Access</i> , and for continuous improvement.	Accept PRESS Plus	
7:130, Student Rights and Responsibilities	The Legal References are updated to include the Equal Access Act, Every Student Succeeds Act, Kennedy v. Bremerton Sch. Dist., and for continuous improvement. The footnotes are updated in response to: 1. U.S. Dept. of Education <i>Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools</i> (2026); 2. Kennedy v. Bremerton Sch. Dist., addressing, in part, a student's ability to voluntarily pray alongside a staff member; 3. The Equal Access Act, 20 U.S.C. §4071(a), requiring districts to give certain noncurriculum related student groups access to district facilities for meetings as a condition of federal funding.	Accept PRESS Plus	

8:70, Accommodating Individuals with Disabilities	The policy, Legal References, and footnotes are updated in response to a fiveyear review.		
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School Board

Exhibit - Checklist for Filling Board Vacancies by Appointment

The School Board fills a vacancy by either appointment or election. The Board uses this checklist for guidance when it must fill a vacancy by appointment. Some items contain guidelines along with explanations. For more information, see *Answers to FAQs: Vacancies on the Board of Education*, published by a committee of the Ill. Council of School Attorneys (ICSA), and available at: www.iasb.com/policy-services-and-school-law/guidance-and-resources/vacancies-on-the-board www.iasb.com/law/vacancies.efm.

- ☐ **Confirm that the Board must fill the vacancy by appointment.**

Guidelines	Explanation
Review Board policy 2:70, <i>Vacancies on the School Board - Filling Vacancies</i> , to determine if a vacancy on the Board occurred and, if so, whether the successor will be selected by election or Board appointment. Consult the Board Attorney as needed.	Filling a vacancy by Board appointment or election depends upon when the vacancy occurred. If a vacancy occurs with less than: (1) 868 days remaining in the term of office, or (2) 88 days before the next regularly scheduled election for the vacant office, the Board selects an appointee to fill the vacancy , no election to fill the vacancy is held, and the appointee serves the remainder of the term. At all other times, an appointee serves until the next regular school election, at which election a successor is elected to serve the remainder of the unexpired term. See 105 ILCS 5/10-10.
In the event a seat on the board goes unfilled at an election, consult the Board Attorney to determine (1) how long the seat can be held over by the incumbent member, and (2) the process by which the Board will fill the seat.	The School Code partially addresses the concept of a holdover seat (a board member remaining in office past their term) ; it states: "no elective office...becomes vacant until the successor of the incumbent of such office has been appointed or elected, as the case may be, and qualified." 105 ILCS 5/10-11.

- ☐ **Notify the Regional Superintendent of the vacancy within five days of its occurrence (105 ILCS 5/10-10).**

- ☐ **Develop a list of qualifications for appointment of a person to fill the vacancy.**

Guidelines	Explanation
At a minimum, a candidate must meet the following qualifications: Be a United States citizen	While the School Code does not expressly set forth eligibility requirements for appointment to a Board vacancy, the Board may want to use the qualifications for elected Board members listed in 105 ILCS 5/10-3 (board of directors) or 5/10-10 (board of education).

Guidelines	Explanation
• Be at least 18 years of age • Be a resident of Illinois and <u>the</u> District for at least one year immediately preceding the appointment • Be a registered voter • Not be a child sex offender • Not hold an incompatible public office • Not have a prohibited interest in any contract with the District • Not be a school trustee • Not hold certain types of prohibited State or federal employment	For guidance discussing other qualifications that the Board may want to consider, see IASB's <i>Recruiting School Board Candidates</i>, <i>A School Board's Guide to Identifying, Recruiting, and Mentoring Future School Board Members</i>, available at: www.iasb.com/about-us/publications/pamphlets-and-tools/recruiting-school-board-members, www.iasb.com/training/recruiting.cfm For guidance regarding conflict of interest and incompatible offices, see <i>Answers to FAQs Regarding Conflict of Interest and Incompatible Offices (ICSA)</i>, available at: www.iasb.com/policy-services-and-school-law/guidance-and-resources/answers-to-faqs-regarding-conflict-of-interest and www.iasb.com/IASB/media/Documents/COI_FAQ.pdf
When additional qualifications apply, the following items may be included in the Board's list of qualifications: • Meet all qualifications based upon the distribution of population among congressional townships in the district. • Meet all qualifications based upon the distribution of population among incorporated and unincorporated areas.	Board members of some community unit school districts may be subject to historical residential qualifications based on the distribution of population among congressional townships in the district or between the district's incorporated and unincorporated areas. 105 ILCS 5/10-11. Note: If a vacancy for an area of residence remains unfilled, a board must submit a proposition at the next general election for the election of a board member at large. 105 ILCS 5/10-10.5(c).



Decide who will receive completed vacancy applications.

Guidelines	Explanation
The Board President will accept applications. The Board will discuss, at an open meeting, its process to review the	Who accepts vacancy applications is at the Board's sole discretion. According to Board policy 2:110, <i>Qualifications, Term, and Duties of Board Officers</i>, the Board President is a logical officer to accept the applications, but this task may be delegated to the

Guidelines	Explanation
applications and who will contact applicants for an interview.	Secretary or Superintendent's secretary if the Board determines that it is more convenient. Who accepts the applications must be decided prior to posting the vacancy announcement.

☐ **Create the Board member vacancy announcement.**

Announcement	Explanation
<u>[Insert District name] School District Board Member Vacancy</u> The School District is accepting applications to fill the vacancy resulting from <i>[reason for vacancy]</i> of <i>[former Board member's name]</i> . The individual selected will serve on the School Board from the date of appointment to <i>[date]</i> .	The contents of a vacancy announcement, how it is announced, and where it is posted are at the Board's sole discretion. The Board may want to announce the vacancy and its intent to fill it by appointment during an open meeting. The announcement may be posted on the District's website and in the local newspaper(s). The length of the appointment depends upon when during the term of office the vacancy occurred. See 105 ILCS 5/10-10 and Board policy 2:70, <i>Vacancies on the School Board - Filling Vacancies</i> , to determine the length of the appointment. Consult the Board Attorney as needed.
The School District <i>[School District's philosophy or mission statement]</i> .	See Board policy 1:30, <i>School District Philosophy</i> , for the District's mission statement that is specific to the community's goals.
Applicants for the Board vacancy must be: <i>[Board's list of qualifications]</i> .	See checklist item titled <i>Develop a list of qualifications for appointment of a person to fill the vacancy</i> , above.
Applicants should show familiarity with the Board's policies regarding general duties and responsibilities of a Board and a Board member, including fiduciary responsibilities, conflict of interest, ethics, and gift ban. The Board's policies are available at <i>[locations]</i> .	Listing this along with the Board's list of qualifications assists candidates in understanding a Board member's duties and responsibilities and may facilitate a better conversation during the interview process. See Board policies: 2:20, <i>Powers and Duties of the School Board</i> ; Indemnification; 2:80, <i>Board Member Oath and Conduct</i> ; 2:100, <i>Board Member Conflict of Interest</i> ; 2:105 <i>Ethics and Gift Ban</i> ; and 2:120, <i>Board Member Development</i> .
Applications may be obtained at <i>[location and address and/or website]</i> beginning on <i>[date and time]</i> . Completed applications may be turned in by <i>[time-date and datetime]</i> to <i>[name and title of person receiving applications]</i> .	See action item titled <i>Decide who will receive completed vacancy applications</i> , above.

- ☐ **Publicize the vacancy announcement by placing it on the District's website, announcing it at a meeting, and/or advertising it in the local newspaper(s).**
- ☐ **Accept and review applications from prospective candidates (see *Decide who will receive completed vacancy applications*, above).**
- ☐ **Contact appropriate applicants for interviews (see *Decide who will receive completed vacancy applications*, above).**
- ☐ **Develop interview questions.**

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Interview Questions	Explanation
Why do you want to be a Board member?	Interview questions are at the Board's sole discretion. This list is not exhaustive, but it may help the Board tailor its questions toward finding a candidate who will approach Board membership with a clear understanding of its demands and expectations along with a constructive attitude toward the challenge. The Board may also want to consider allowing an equal amount of time for each interview.
What specific skills would you bring to the Board?	
Please give specific examples of your ability in interpersonal relationships and teamwork.	
What do you see as the role of a Board member?	
What have you done to prepare yourself for the challenges of being a Board member?	
Please describe your previous community or nonprofit experiences.	
What areas in the District would you like to see the Board strengthen?	
What is your availability to meet the time, training commitments, and other responsibilities required for Board membership?	
Describe what legacy you would like to leave behind.	A prospective candidate to fill a vacancy may raise other specific issues that the Board will want to cover during an interview.

- ☐ **Conduct interviews with candidates (Interviews may occur in closed session pursuant to 5 ILCS 120/2(c)(3)).**

Interview Plan	Explanation
In each interview, the Board President will: Introduce Board members to the candidate at the beginning of the interview.	The Board President will lead the Board as it interviews prospective candidates. See Board policy 2:110, <i>Qualifications, Term, and Duties of Board Officers</i> . The President presides at all meetings. 105 ILCS 5/10-13.

Interview Plan	Explanation
Describe the Board's interview process, selection process, anticipated timeline, and ask the candidate if he or she has questions about the Board's process for filling a vacancy by appointment. Describe the District's philosophy or mission statement. Describe the vacancy for the candidate by reviewing the: (1) qualifications, and (2) general duties and responsibilities of the Board and the Board members, including fiduciary responsibilities, conflict of interest, ethics and gift ban, and general Board member development. Begin asking the interview questions that the Board developed. Ask the candidate whether he or she has any questions for the Board. Thank the candidate and inform the candidate when the Board expects to make a decision and how the candidate will be contacted regarding the Board's decision.	The Board may also want to consider allowing an equal amount of time for each interview.

- ☐ Fill vacancy by a vote during an open meeting of the Board before the 60th day (105 ILCS 5/10-10).
- ☐ Assist the appointed Board member in filing his or her statement of economic interest (5 ILCS 420/4A-105(c)).
- ☐ Announce the appointment to District staff and community.

Announcement	Explanation
The Board appointed [appointee's name] to fill the vacancy on the Board. The appointment will be from [date] to [date]. The Board previously established qualifications for the appointee in a careful and thoughtful manner. [Appointee's name] meets these	The contents of the appointment announcement and length of time it is displayed are at the Board's sole discretion. The Board may want to consider announcing the appointment during its meeting and also by posting it in the same places that it posted the vacancy announcement. See Board policy 8:10, <i>Connection with the Community</i>.

Announcement	Explanation
qualifications and has demonstrated the willingness to accept the duties and responsibilities of a Board member. [Appointee's name] brings a clear understanding of the demands and expectations of being a Board member along with a constructive attitude toward the challenge.	

- ☐ **Administer the Oath of Office and begin orientation.**

Guidelines	Explanation
See Board policy 2:80, <i>Board Member Oath and Conduct</i> .	Each individual, before taking his or her seat on the Board, must take an oath in substantially the form given in 105 ILCS 5/10-16.5.
See Board policy 2:120, <i>Board Member Development</i> , and exhibit 2:120-E1, <i>Guidelines for Serving as a Mentor to a New School Board Member</i> .	Orientation assists new Board members to learn, understand, and practice effective governance principles. See the IASB <i>Foundational Principles of Effective Governance</i> , available at: www.iasb.com/principles-popup.cfm www.iasb.com/training-and-events/training/training-resources/foundational-principles-of-effective-governance .

- ☐ **Inform IASB of the newly appointed Board member's name and directory information.** For instructions, see iasb.com/memberships-and-divisions/membership/member-database-instructions/how-to-update-your-district-roster.

Document Status: Draft Update - New

2:120-E3 Exhibit - Resolution to Appoint a Delegate to the Illinois Association of School Boards Delegate Assembly

New/Unpublished Section

WHEREAS, the Board of Education of [*insert name of School District*] (Board) is an active member of the Illinois Association of School Boards (IASB);^{C1}

WHEREAS, as an IASB member, the Board can appoint a delegate to attend and participate in IASB's Delegate Assembly (Delegate Assembly), which is held each year in conjunction with the Joint Annual Conference in Chicago, Illinois;

WHEREAS, at the Delegate Assembly, one delegate from each participating board may vote on resolutions submitted by member boards and any proposed amendments to the IASB Constitution;

WHEREAS, resolutions adopted by the Delegate Assembly become Position Statements which guide IASB's advocacy efforts and legislative agenda on behalf of its members;

WHEREAS, the Board believes it is important that its collective voice be heard at the Delegate Assembly;

THEREFORE, BE IT RESOLVED, that the Board hereby:

1. Appoints [*insert Board member name*] to serve as the Board's delegate at the 20____ Delegate Assembly.
2. Appoints [*insert Board member name*] to serve as the Board's alternate delegate at the 20____ Delegate Assembly, should the delegate be unable to carry out their responsibilities.
3. Directs the appointed delegate to vote on the IASB resolutions and any proposed constitutional amendments at the 20____ Delegate Assembly (*choose one of the following*) [solely in accordance with the consensus reached by the Board at its meeting on [*insert date*]] OR [with their independent discretion based on the consensus of the Board at its meeting on [*insert date*] and any discussion had on each resolution].
4. The Board's consensus on the IASB resolutions and any proposed constitutional amendments at the 20____ Delegate Assembly shall be reflected in the Board's meeting minutes.

Adopted this _____ day of _____, 20____.

Attested by: _____, Board President

Attested by: _____, Board Secretary

Cary CCSD 26

PRESSPlus Comments

- C1. A new sample resolution is created to assist boards with annually appointing a delegate to the IASB Delegate Assembly (DA) and defining the delegate's authority to act on the board's behalf at the DA. This resolution is optional, and if customized and adopted by the board, is not required to be included in the board's policy manual. It is provided through your PRESS Plus dashboard for your convenience, and it can also be found at PRESS Online. **Issue 122, June 2026**

School Board

Exhibit - Board Treatment of Closed Meeting Verbatim Recordings and Minutes

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

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

The footnotes should be removed before the material is used.

¹ A verbatim record of all closed meetings in the form of an audio or video recording must be kept. 5 ILCS 120/2.06. A verbatim recording may be through *audio* or *video* technology. ~~The IASB Sample policy 2:220, School Board Meeting Procedure~~, and ~~this sample~~ exhibit use *audio* on the basis that audio is generally more accessible than video ~~for~~ recording. In addition, producing an audio recording is generally less challenging and less expensive than producing a video. A board that uses a video recording should amend this exhibit and sample policy 2:220, *School Board Meeting Procedure*.

² This responsibility may be given to anyone. The interests of continuity, efficiency, and ease of holding someone accountable suggest that the superintendent be made responsible for making and storing the verbatim recordings and managing board member requests for later access to them pursuant to 5 ILCS 120/2.06(e). If the superintendent is not present in closed session (e.g., during discussions concerning the superintendent's performance as part of an evaluation in his or her absence) the task should be given to the board secretary. A board may also want to discuss renting a safety deposit box at a local financial institution that only the board president and secretary have access to for placement of audio recordings concerning the superintendent's performance as part of an evaluation in the superintendent's absence. If such recordings are maintained electronically, the board may want to discuss limiting access to the digital files so that only the board president and secretary can access them. See f/n 5 below for a discussion of board member access to the verbatim recordings pursuant to 5 ILCS 120/2.06-(e). However, consult the board attorney about the logistics of managing a storage location away from the district's administrative offices in light of 5 ILCS 120/2.06(e). This law added another purpose for access to verbatim recordings - allowing board members to listen to them without board approval.

See f/n 4 for a discussion about the logistics of access to these recordings, including the intent of the *in the presence of* language.

Actor	Action
<i>During a closed meeting:</i> Board President or presiding officer	Convenes the closed meeting stating: Seeing a quorum of the <u>School Board of Education</u> gathered today, —[state the date], at [state the time]—o'clock, at ____ location, for the purpose of holding a closed meeting in order to confidentially discuss ____, I call the meeting to order. In order to record who is present, I request that each individual state his or her name and position with the District, <u>and whether you are in person or participating remotely by audio or video conference</u>. (Note: This script is an example.) Limits discussion to the topics that were included in the motion to go into a closed meeting. The failure to immediately call a person out-of-order who strays from the purposes included in the motion may result in an appearance of acquiescence. This responsibility to call a person out-of-order falls on each Board member in the event of the President's failure.³ Once the closed meeting is finished, announces a return to an open meeting or adjournment, and states the time.
<i>After a closed meeting:</i> Superintendent, Recording Secretary, or Board Secretary⁴	For Verbatim Recordings: Takes possession of the <u>audio</u> recording of the closed meeting and labels it with identification information, specifically the date and items discussed. Adds the identification information contained on the <u>audio</u> recording's label to a cumulative list of closed meeting recordings. As soon as possible, puts the recording of the closed meeting in the previously identified secure location for storing recordings of closed meetings.

The footnotes should be removed before the material is used.

³ A violation of the Open Meetings Act is a Class C misdemeanor (5 ILCS 120/4) punishable by a fine of up to \$1,500 and imprisonment for up to 30 days (730 ILCS 5/5-4.5-65).

⁴ See the discussion in f/n 2, above. While the responsibilities for the *preparation and storage* of verbatim recordings and closed session minutes may be delegated to anyone, 5 ILCS 120/2.06(e) requires certain individuals to be present when seated board members request access to these items, which in these instances will not allow delegation by the superintendent, recording secretary, or board secretary (as discussed in f/n 2, above) in the context of supervising access to closed session minutes and verbatim recordings only. Delegation is appropriate in all other circumstances. Access to these items no longer requires board approval and must be provided in the public body's main office or official storage location, *in the presence of*:

- a. A records secretary,
- b. An administrative official of the board, or
- c. Any elected board member.

See f/n 27 of sample policy 2:220, School Board Meeting Procedure, for an at-length discussion about the intent of and challenges with the *in the presence of* language.

2:220-E1

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Actor	Action
	Upon request of a Board member: ⁵ 1. Provides access to the verbatim recordings minutes at a reasonable time and place without disrupting District operations; 2. Supervises the access to the closed-session minutes <u>verbatim recording</u> or delegates it to one of the following individuals in the District: a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access to the recordings in <u>exhibit 2:220-E7, Access to Closed Meeting Minutes and Verbatim Recordings</u>. For Closed Meeting Minutes: Prepares written closed meeting minutes that include: ⁶ • The date, time, and place of the closed meeting • The Board members present and absent • A summary of discussion on all matters proposed or discussed • The time the closed meeting was adjourned Upon request of a Board member: ⁷ 1. Provides access to the closed session minutes at a reasonable time and place without disrupting District operations; 2. Supervises the access to the closed session minutes or delegates it to one of the following individuals in the District: a. The Recording Secretary, b. The Superintendent or designated administrator, or c. Any elected Board member; and 3. Logs the access in <u>exhibit 2:220-E7, Access to Closed Meeting Minutes and Verbatim Recordings</u>.
<i>After a closed meeting:</i> School Board	Approves the previous closed meeting minutes at the next open meeting.

The footnotes should be removed before the material is used.

⁵ 5 ILCS 120/2.06(e) allows board members to access closed meeting verbatim recordings without board approval. For more discussion, see f/n 4, above.

If the board wishes to mirror the statutory language, delete: ~~the Recording Secretary, the Superintendent or designated administrator, or any elected Board member~~ and replace with: "a records secretary, an administrative official of the public body, or any elected official of the public body."

⁶ 5 ILCS 120/2.06 requires that minutes contain, at a minimum, the first three items listed.

⁷ See f/n 4, above.

If the board wishes to mirror the statutory language, delete: ~~the Recording Secretary, the Superintendent or designated administrator, or any elected Board member~~ and replace with: "a records secretary, an administrative official of the public body, or any elected official of the public body."

2:220-E1

Actor	Action
<i>In preparation for the semi-annual review:</i> ⁸ Superintendent or designee	Every six months, prepares a recommendation concerning the continued need for confidential treatment of all of the Board's closed meeting minutes; includes this recommendation in the packet for the meeting in which the Board will conduct its semi-annual review. ⁹ This step is in preparation for the Board's meeting to decide whether the need for confidential treatment of specific closed meeting minutes continues to exist. If the Board wants to discuss closed meeting minutes in closed session, places "review of unreleased closed meeting minutes" on a closed meeting agenda. ¹⁰ Places "result of Board's review of unreleased closed meeting minutes" as an item on a subsequent open meeting agenda.
<i>In preparation for the semi-annual review:</i> Individual Board members	Before the meeting in which the Board will conduct its semi-annual review, examines the material supplied by the Superintendent. Individual Board members should consider: (1) the Superintendent's recommendation, (2) the recommendation of the Board Attorney, (3) other Board members' opinions, (4) the minutes themselves, and/or (5) whether the minutes would be exempted from public disclosure under the Illinois Freedom of Information Act.
<i>During the semi-annual review:</i> School Board	The Board decides in open session whether: (1) the need for confidentiality still exists as to all or part of closed meeting minutes, or (2) the minutes or portions thereof no longer require confidential treatment and are available for public inspection. The Board may have an earlier meeting in closed session to discuss the continued need for confidential treatment.
<i>After the semi-annual review:</i> Superintendent or designee	Re-labels and re-files closed meeting minutes as appropriate.
<i>Monthly:</i> Board President	Adds "destruction of closed meeting verbatim audio recording" as an agenda item to an upcoming open meeting.
<i>Monthly:</i> School Board	Approves the destruction of particular closed meeting recording(s) that are at least 18 months old and for which approved minutes of the closed meeting already exist.

The footnotes should be removed before the material is used.

⁸ Required by 5 ILCS 120/2.06(d), ~~amended by P.A. 102-653~~. *Semi-annual* means every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the board. *Id.*

⁹ While not required, this is intended to assist board members during the semi-annual review of all closed meeting minutes.

¹⁰ 5 ILCS 120/2(c)(21) allows boards to discuss the confidentiality needs of closed meeting minutes in closed session.
 2:220-E1

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LEGAL REF.: 5 ILCS 120/, Open Meetings Act.

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School Board

Exhibit - Closed Meeting Minutes

Closed Meeting Minutes

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

Date: _____ **Start Time:** _____

Location: _____

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

Name of person presiding: _____

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

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Members absent:

- 1.
- 2.
- 3.

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

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

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

Time of adjournment or return to open meeting: _____

The School Board, during its semi-annual review of closed session minutes, has decided these minutes no longer need confidential treatment. Semi-annual means every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the board. 5 ILCS 120/2.06(d), amended by P.A. 102-653.

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

(Date)

School Board

Exhibit - Semi-Annual Review of Closed Meeting Minutes

Logging and Review Process

- Step 1. The Board Secretary or Recording Secretary maintains a log of the closed meeting minutes that are unavailable for public inspection. The meeting minutes are logged according to the reason the Board held the closed meeting. See exhibit 2:220-E6, Log of Closed Meeting Minutes.
- Step 2. The Board meets in closed session to review the log of unreleased closed meeting minutes. The Board or Recording Secretary brings a copy of all unreleased closed meeting minutes and, if requested, allows Board members to review the actual minutes. The Board identifies which closed meeting minutes or portions thereof no longer need confidential treatment. Use *Report Following the Board's Semi-Annual Review of Closed Meeting Minutes*, below.
- Step 3. At least *semi-annually* (every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the Board), in an open meeting, the Board takes action to release for public inspection those minutes, or portions thereof, no longer needing confidential treatment. Use *Action to Accept*, below. Closed meeting minutes will not be released for public inspection if confidential treatment is needed to protect the public interest or the privacy of an individual, including: (1) student disciplinary cases or other matters relating to an individual student, and (2) personnel files and employees' and Board members' personal information. 5 ILCS 120/2.06(d), ~~amended by P.A. 102-653.~~
- Step 4. The Board ~~Secretary~~ or Recording Secretary: (1) updates the log of unreleased closed meeting minutes to remove any minutes that the Board made available for public inspection; (2) makes a notation on any applicable closed meeting minutes of the Board's action to release it or a portion of it for public inspection; (3) continues to log new closed meeting minutes that the Board has not released for public inspection (see exhibit 2:220-E6, Log of Closed Meeting Minutes); and (4) maintains logs for access to closed session minutes pursuant to 5 ILCS 120/2.06(e).

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

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

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

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

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

Open meeting date: _____

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

Motion seconded by: _____

Action: ☐ Passed ☐ Failed

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School Board

Exhibit - School Board Records Maintenance Requirements and FAQs

Open Meetings Act

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

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

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

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

Exhibit 2:220-E5, *Semi-Annual Review of Closed Meeting Minutes*, contains a process for implementing the semi-annual review of closed meeting minutes, and exhibit 2:220-E6, *Log of Closed Meeting Minutes*, is designed to facilitate this semi-annual review (every six months, or as soon after as is practicable, taking into account the nature and meeting schedule of the Board). 5 ILCS 120/2.06(d), ~~amended by P.A. 102-653~~.

Exhibit 2:220-E9, *Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration*, contains a process for compliance with ~~105~~ ILCS 120/7(e), ~~added by P.A. 101-640~~, when a board is meeting without a physical quorum present at the meeting location during a disaster declaration related to public health concerns.

Local Records Act

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

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

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

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the School Board or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

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

Open Meeting Minutes

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
Yes, within 30 days or at the next subsequent meeting, whichever is later. <i>A public body shall approve the minutes of its open meeting within 30 days after that meeting or at the public body's second subsequent regular meeting, whichever is later. 5 ILCS 120/2.06(b).</i>	No. Unlike the closed meeting requirement, OMA does not contain semi-annual review requirements for open meeting minutes.	Yes, must <u>release</u> within 10 days after minutes are approved. <i>The minutes of meetings open to the public shall be available for public inspection within 10 days after the approval of such minutes by the public body. Beginning July 1, 2006, at the time it complies with other requirements of this subsection, a [A] public body that has a website that the full-time staff of the public body maintains shall post the minutes of a regular meeting of its governing body open to the public on the public body's website within 10 days</i>	No. There is no OMA provision permitting the destruction of open meeting minutes, and they must be preserved unless the State Local Records Commission has given permission to destroy them. If a public body would like to destroy open meeting minutes, then it must comply with the LRA and work with its Local Records Commission. It is highly unlikely, however, that the Local Records Commission would approve of their destruction.

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
		<i>after the approval of the minutes by the public body. Beginning July 1, 2006, [A]ny minutes of meetings open to the public posted on the public body's website shall remain posted on the website for at least 60 days after their initial posting. 5 ILCS 120/2.06(b).</i>	

Open Meeting Verbatim Recordings

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

Formatted: IASB Bold

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
			2.06. 5 ILCS 120/7(e)(9). In all other cases, if a public body would like to destroy open meeting verbatim recordings, then it must comply with the LRA and work with its Local Records Commission.

Closed Meeting Minutes

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

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
these tasks would be difficult to achieve if closed meeting minutes were not first approved. One practice is to approve closed meeting minutes within the same time frame that open meeting minutes are approved – within 30 days of the meeting or at the next subsequent meeting, whichever is later.	<i>or portions thereof no longer require confidential treatment and are available for public inspection. 5 ILCS 120/2.06(d), amended by P.A. 102-653.</i>		the Local Records Commission would approve of their destruction.

Closed Meeting Verbatim Recordings

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

Are we required to approve them?	Must they be semi-annually reviewed?	May we release them to the public?	May we destroy them?
		that closed meeting verbatim recordings be disclosed to the Plaintiff in discovery because his primary claim was brought under federal law.	In addition: <i>No verbatim recordings shall be recorded or removed from the public body's main office or official storage location, except by vote of the public body or by court order. 5 ILCS 120/2.06(c).</i>

DRAFT

SECTION 2 - BOARD OF EDUCATION

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

Meetings of the Board of Education and its committees are intended to permit the Board of Education to exercise its collective responsibility for establishing general educational policies for the District. Board of Education and committee meetings are not a public forum. Regular Board of Education Meetings are intended for the Board to formally conduct its business. Committee meetings are intended to be less formal and allow for more public participation than Regular Board meetings.

When recognized by the presiding officer of the meeting, members of the public are welcome to supply information for the Board of Education's consideration or to express their opinion of District policies. However, public debate between members of the public and the Board of Education members or the District staff will not be permitted. The presiding officer of the meeting may limit speaking time on any subject if necessary.

At all open meetings, the members of the public and District employees may comment to or ask questions of the Board, subject to reasonable constraints.

Public comment portion of the meeting shall not exceed more than 45 minutes unless otherwise adjusted by the presiding officer. To preserve sufficient time for the Board to conduct its business, any person appearing before the Board is expected to follow these guidelines:

1. Address the Board only at the appropriate time as indicated on the agenda and when recognized by the presiding officer of the meeting. This includes following the directives of the presiding officer to maintain order and decorum for all. Use a sign-in sheet, if requested.
2. Identify themselves and be brief. Ordinarily, such comments shall be limited to ^{C1}three3 minutes. In unusual extenuating circumstances, e.g., to accommodate a person's disability or language interpreter, and when an individual has made a request in advance to speak for a longer period of time, the individual may be allowed to speak for more than three5 minutes at the discretion of the presiding officer.
3. The presiding officer of the meeting may shorten or lengthen an individual's

opportunity to speak.

4. The presiding officer shall have the authority to determine procedural matters regarding public participation not otherwise defined in School Board policy.
5. Conduct themselves with respect and civility toward others and otherwise abide by Board policy 8:30, *Visitors to and Conduct on School Property*.

Petitions or written correspondence to the Board shall be presented to the School Board at the next regularly scheduled Board meeting. When the presiding officer or district superintendent of schools receives a written correspondence from a resident within the school district's territory, requesting the consideration of a matter before the Board, the author of the correspondence shall receive a formal written statement from an appointed official of the board stating the board's position on their request, no later than 60 days from the receipt of the correspondence by the presiding officer or district superintendent of schools. The formal written response from the Board shall establish a meeting before the board or list the reasons for denying the request.

LEGAL REF.:

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

5 ILCS 120/2.06, Open Meetings Act.

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

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

- C1. A three-minute time limit is suggested, based on the practice of many boards. Time limits for any one person to address the Board during public participation may be adjusted up, but consult the board attorney before setting time limits below three minutes. Based upon I.A. Rana Enterprises, Inc. v. City of Aurora, 630 F.Supp.2d 912 (N.D.Ill. 2009), many attorneys agree that speaker time limits should be a minimum of three minutes per person, but some public bodies have successfully implemented two minutes per person. **Issue 122, June 2026**

Document Status: Draft Update

General Personnel

5:40 Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving District employees that are consistent with State and federal law, Illinois Department of Public Health rules, and Board of Education policies.

An employee with a communicable or chronic infectious disease is encouraged to self-report to inform^{C1} the Superintendent immediately.

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

LEGAL REF.:

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

29 U.S.C. §791, Rehabilitation Act of 1973; 34 C.F.R. §104.1 *et seq.*

105 ILCS 5/24-5.

20 ILCS 2305/6, Department of Public Health Act.

820 ILCS 40/, Personnel Record Review Act.

77 Ill.Admin.Code Part 690, Control of Communicable Diseases.

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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

Document Status: Draft Update

Professional Personnel

5:240 Suspension

Suspension Without Pay

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

Misconduct that is detrimental to the School District includes:

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

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

Suspension With Pay

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

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

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

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

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

Repayment of Compensation and Benefits

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

LEGAL REF.:

105 ILCS 5/24-12.

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

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

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

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

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

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

- C1. Updated in response to a five-year review. **Issue 122, June 2026**
- C2. Updated in response to a five-year review. **Issue 122, June 2026**

SECTION 6 - INSTRUCTION

6:70 Teaching About Religions

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

LEGAL REF.:

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

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

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

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

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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

SECTION 6 - INSTRUCTION

6:80 Teaching About Controversial Issues

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

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

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

Staff will provide parents/guardians the opportunity to "opt-out" their child prior to the presentation of any material identified as potentially controversial. The District will provide alternative instructional activities for children who are opted-out.

LEGAL REF.:

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

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

Mayer v. Monroe Cnty. Cmty. Sch. Corp., 474 F.3d 477 (7th Cir. 2007).

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

ADOPTED: January 27, 2025

PRESSPlus Comments

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

SECTION 6 - INSTRUCTION

6:190 Extracurricular and Co-Curricular Activities

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

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

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

Academic Criteria for Participation

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

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

LEGAL REF.:

105 ILCS 5/10-20.30 and 5/24-24.

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 8:20 (Community Use of School Facilities)

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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

SECTION 7 - STUDENTS

7:130 Student Rights and Responsibilities

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

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

LEGAL REF.:

20 U.S.C. §4071 et seq., Equal Access Act.^{C1}

20 U.S.C. §7904, Every Student Succeeds Act.

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

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

105 ILCS 20/5, Silent Reflection and Student Prayer Act.

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

ADOPTED: July 28, 2025

PRESSPlus Comments

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

SECTION 8 - COMMUNITY RELATIONS

8:70 Accommodating Individuals with Disabilities

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

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

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

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

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

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

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

LEGAL REF.:

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

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

105 ILCS 5/10-20.51.

410 ILCS 25/, Environmental Barriers Act.

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

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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

Document Status: Review and Monitoring

SECTION 2 - BOARD OF EDUCATION

2:30 School District Elections

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

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

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

LEGAL REF.:

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

[105 ILCS 5/9.](#)

CROSS REF.: 2:40 (Board Member Qualifications), 2:50 (Board Member Term of Office), 2:210 (Organizational Board of Education Meeting)

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

- C1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:
- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
 - Update the policy language due to changes in local conditions
 - Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:40 Superintendent

Duties and Authority^{C1}

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

Qualifications

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

Evaluation

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

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

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

LEGAL REF.:

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

5 ILCS 120/7.3, Open Meetings Act.

23 Ill.Admin.Code §§1.310, 1.705, and 25.355.

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:50 Administrative Personnel Other Than the Superintendent

Duties and Authority^{C1}

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

Qualifications

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

Evaluation

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

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

Administrative Work Year

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

Compensation and Benefits

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

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

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

LEGAL REF:

105 ILCS 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, 5/21B, and 5/24A.

23 Ill.Admin.Code §§1.310, 1.705, and 50.300; and Parts 25 and 29.

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

ADOPTED: January 27, 2025

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SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:60 Administrative Responsibility of the Building Principal

Duties and Authority^{C1}

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

Evaluation Plan

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

Qualifications and Other Terms and Conditions of Employment

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

LEGAL REF.:

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

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

[105 ILCS 127/](#), School Reporting of Drug Violations Act.

[23 Ill.Admin.Code Parts 35 and 50, Subpart D](#).

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

ADOPTED: January 27, 2025

Cary CCSD 26

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SECTION 3 - GENERAL SCHOOL ADMINISTRATION

3:70 Succession of Authority

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

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

ADOPTED: January 27, 2025

Cary CCSD 26

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Issue 122, June 2026

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SECTION 4 - OPERATIONAL SERVICES

4:120 Food Services

Good nutrition shall be promoted in the District's meal programs and in other food and beverages that are sold to students during the school day. The Superintendent shall manage a food service program that complies with this policy and is in alignment with Board of Education policy 6:50, *School Wellness*.^{C1}

Food or beverage items sold to students as part of a reimbursable meal under federal law must follow the nutrition standards specified in the U.S. Dept. of Agriculture rules that implement the National School Lunch and Child Nutrition Acts. Schools being reimbursed for meals under these laws are *participating schools*.

The food service program in participating schools shall comply with the nutrition standards specified in the U.S. Dept. of Agriculture's *Smart Snacks rules* when it offers competitive foods to students on the school campus during the school day. *Competitive foods* are all food and beverages that are offered by any person, organization or entity for sale to students on the school campus during the school day that are not reimbursed under programs authorized by federal law. The food service programs in participating schools shall also comply with any applicable mandates in the Illinois State Board of Education's School Food Service rules implementing these federal laws and the Ill. School Breakfast and Lunch Program Act.

All revenue from the sale of any food or beverages sold in competition with the School Breakfast Program or National School Lunch Program to students in food service areas during the meal period shall accrue to the nonprofit school lunch program account.

LEGAL REF.:

42 U.S.C. §1751 *et seq.*, Russell B. National School Lunch Act.

42 U.S.C. §1771 *et seq.*, Child Nutrition Act of 1966.

7 C.F.R. Parts 210 (National School Lunch Program) and 220 (School Breakfast Program).

105 ILCS 125/, School Breakfast and Lunch Program Act.

23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:50 (School Wellness)

ADOPTED: January 27, 2025

Cary CCSD 26

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Document Status: Review and Monitoring

SECTION 4 - OPERATIONAL SERVICES

4:175 Convicted Child Sex Offender; Screening; Notifications

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

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

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

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

Screening

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

Notification to Parents/Guardians

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

LEGAL REF.:

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

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

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

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

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

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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Document Status: Review and Monitoring

General Personnel

5:110 Recognition for Service

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

ADOPTED: January 27, 2025

Cary CCSD 26

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General Personnel

5:140 Solicitations By or From Staff

District employees shall not solicit donations or sales, nor shall they be solicited for donations or sales, on school grounds without prior approval from the Superintendent.^{C1}

CROSS REF.: 8:90 (Parent Organizations and Booster Clubs)

ADOPTED: January 27, 2025

Cary CCSD 26

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General Personnel

5:185 Family and Medical Leave

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Leave Description^{C1}

Eligible employees may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave. A year is the 12-month cycle beginning on the first day of the employee's leave and ending on the day prior to the anniversary date of the leave.

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

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

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

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences

from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.

3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

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

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

Eligibility

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

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

Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Superintendent or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the District's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Superintendent or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

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

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

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

The District may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the District may request recertification when the, (1) employee requests a leave extension, (2) circumstances described by the original certification change significantly, or (3) District receives information that casts doubt upon the continuing validity of the original

certification. Recertification is at the employee's expense and must be provided to the District within 15 calendar days after the request. The District may request recertification every six months in connection with any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of six months.

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

Continuation of Health Benefits

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

Changed Circumstances and Intent to Return

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

Return to Work

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

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

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

Implementation

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

LEGAL REF.:

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

105 ILCS 5/24-6.4.

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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SECTION 7 - STUDENTS

7:30 Student Assignment and Intra-District Transfer

Attendance Areas^{C1}

The School District is divided into school attendance areas. The Superintendent will:

1. Review the boundary lines annually and recommend to the Board of Education any changes or revisions for existing units; or
2. Create new units using a lens that considers preventing segregation and the elimination of separating students in the District's schools because of color, race, or nationality.

The Superintendent or designee shall maintain a map of the District showing current school attendance areas. All records pertaining to the creation, alteration, or revision of attendance units are open to the public. Students living in a given school attendance area will be assigned to that school. Homeless children shall be assigned according to policy 6:140, *Education of Homeless Children*.

Class Assignments

The Building Principal shall assign students to classes. Parents may provide to the Principal unique or compelling reasons for a student's placement through the District's Specific Needs Input form. The Building Principal will make the final decision on all student assignments.

LEGAL REF.:

105 ILCS 5/10-21.3, 5/10-21.3a, and 5/10-22.5.

CROSS REF.: 4:170 (Safety), 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children)

ADOPTED: January 27, 2025

Cary CCSD 26

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SECTION 7 - STUDENTS

7:80 Release Time for Religious Instruction/Observance

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

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

LEGAL REF.:

105 ILCS 5/26-1 and 5/26-2b.

775 ILCS 35/, Religious Freedom Restoration Act.

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

- C1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:
- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
 - Update the policy language due to changes in local conditions
 - Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 122, June 2026

SECTION 7 - STUDENTS

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

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

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

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

The Board designates the Superintendent to serve as Privacy Officer, who shall ensure the District complies with the duties and responsibilities required of it under the Student Online Personal Protection Act, [105 ILCS 85/](#).

Definitions

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

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

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

Operator Contracts

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

Security Standards

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

LEGAL REF.:

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

105 ILCS 10/, Ill. School Student Records Act.

105 ILCS 85/, Student Online Personal Protection Act.

23 Ill. Admin. Code Part 380.

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

- C1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:
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Issue 122, June 2026

Document Status: Review and Monitoring

SECTION 8 - COMMUNITY RELATIONS

8:100 Relations with Other Organizations and Agencies

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

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

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

ADOPTED: January 27, 2025

Cary CCSD 26

PRESSPlus Comments

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Issue 122, June 2026

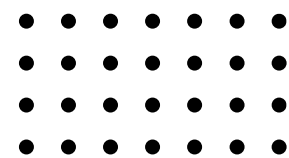


CARY SCHOOL DISTRICT 26

Technology Committee Updates

Systems Review to Support Teaching & Learning

July 20, 2026



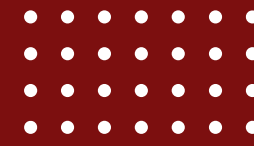
TECHNOLOGY



TEACHING and LEARNING



Building on the Foundation Started



FOCUS & PRIORITIES:

The work of the Technology Committee last year established an important foundation. This year, the Technology Committee will build upon that work by examining the systems, structures, and supports that enable technology to support teaching and learning across the district.

Technology Committee Will

Review the district's technology systems and provide feedback on whether the conditions are in place for technology to effectively support teaching and learning through a SWOT analysis process focused on...

- Teaching & Learning Systems
- Devices, Infrastructure & Systems
- Digital Citizenship, Safety & Cybersecurity
- Professional Learning & Staff Capacity
- Equity, Accessibility & Future Readiness

Why This Matters

By reviewing overall technology systems, the district can:

- ✓ Understand existing strengths and opportunities for growth
- ✓ Gather stakeholder feedback through the committee members on current systems and supports
- ✓ Inform future technology planning and decision-making aligned with district priorities, budget, & readiness



SWOT Analysis

STRENGTH

What systems, structures, or supports are currently in place that help technology effectively support teaching and learning? Consider practices or conditions that are working well and should be maintained or leveraged.

WEAKNESS

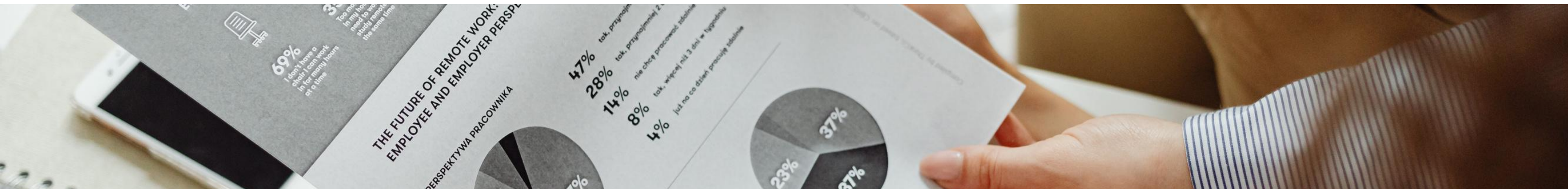
What systems, structures, or supports are missing, inconsistent, or creating barriers to effective technology use? Consider areas where improvements could strengthen the conditions for success.

OPPORTUNITY

What new ideas, improvements, or future possibilities could strengthen the district's ability to support technology-enabled teaching and learning? Consider areas for growth, innovation, or increased support.

THREAT

What challenges, risks, or external factors could limit the district's ability to effectively support technology and learning in the future? Consider factors that may impact sustainability, implementation, or access.





CARY SCHOOL DISTRICT 26

Questions?





CARY COMMUNITY CONSOLIDATED SCHOOL DISTRICT

2115 Crystal Lake Road • Cary, Illinois 60013 • (224) 357-5100 • Fax (847) 639-3898

Briargate • Deer Path • Oak Knoll • Three Oaks • Cary Junior High

MEMO

To: Board of Education
CC: Dr. Sarah Cacciatore, Superintendent
From: Dr. Kristen Bordonaro, Asst Superintendent of Student Services
Date: July 20, 2026
Re: Embrace

Student Services is presenting the planned transition of IEP and Section 504 plan development and case management from Infinite Campus (IC) to Embrace, a platform designed specifically for special education, for Board discussion and feedback. Infinite Campus will continue to serve as the District's Student Information System (SIS) for enrollment, attendance, scheduling, grading, and all other student information functions. The discussion will focus on the rationale for the transition, the anticipated benefits for staff and students, the implementation process, and the funding source. The goal of this initiative is to improve workflow and efficiency for special education staff while strengthening compliance and supporting the development of high quality, legally defensible IEPs. This transition will be the primary focus of Student Services during the 2026–27 school year.

Background and Rationale

Over multiple opportunities for staff feedback, IEP and 504 case managers, related service providers, and administrators have consistently identified challenges with using Infinite Campus to develop and manage IEPs and 504 plans. These concerns have been shared across schools and are not isolated to individual users. While Infinite Campus effectively stores completed IEP and 504 documents, it was not designed to serve as a comprehensive special education case management system. As a result, staff spend unnecessary time navigating the system and completing documentation. In addition, administrative reports that are essential for program oversight, including caseload summaries, meeting compliance reports, service delivery data, and building level student needs, are limited or unavailable.

Embrace is designed specifically to support special education programming. It provides tools that streamline documentation, improve compliance monitoring, strengthen administrative oversight, and support the creation of high quality, legally defensible IEPs.

What Is Changing

- Embrace will become the District's special education management platform for IEP and Section 504 plan development, compliance timelines, meeting documentation, accommodations, progress monitoring, and case management.
- Infinite Campus will continue as the District's Student Information System for enrollment, attendance, scheduling, grading, health records, discipline, transcripts, state reporting, and parent communication.

Key Benefits of Embrace

- Improved Staff Workflow: Special education workflows are designed specifically for case managers and related service providers, reducing time spent navigating the system and increasing time available to support students.
- Stronger Compliance: Built in compliance checks, timeline monitoring, and documentation tools help ensure that required procedures and timelines are consistently met.
- Legally Defensible IEPs: Standardized templates, guided workflows, and quality review tools support the development of comprehensive, compliant, and legally defensible IEPs.
- Improved Administrative Oversight: Administrators will have access to reports on caseloads, compliance timelines, meeting completion, and student needs, allowing for more effective monitoring and resource planning.

- Enhanced Communication: Signed IEPs can be securely delivered to families electronically, reducing paper copies and mailing costs while improving access for parents.

2026–27 Implementation Focus

The transition to Embrace will be the primary initiative for Student Services during the 2026–27 school year. Professional development will be provided throughout the year to ensure all special education staff are prepared to use the new system effectively.

In addition to learning the platform, Student Services will use this opportunity to strengthen IEP development practices across the District. Administrators will work with staff to improve the quality, consistency, and compliance of IEPs so that each plan accurately reflects student needs and meets all legal and procedural requirements.

Cost and Funding

The estimated cost of implementation is approximately \$20,000. The transition will be funded through available carryover funds from the IDEA Flow Through Grant. As a result, there will be no impact on the District's general operating budget.



Update: IEP/504 Platform Transition

Beginning in the 2026–27 school year, Student Services will transition IEP and 504 plan creation and management from Infinite Campus to Embrace, a platform designed specifically for special education documentation.

● Infinite Campus

Remains the district's SIS of record

● Embrace

New platform for IEP / 504 documentation

Background & What's Changing



How we arrived at the discussion

Across multiple feedback sessions, IEP/504 case managers and related-service staff have noted that Infinite Campus is difficult to use for writing and managing plans. Infinite Campus can store completed paperwork, but does not currently generate reports such as caseloads, meeting-minute summaries, or student needs by building.

NO Change

Infinite Campus

Continues as the district's Student Information System.

- Enrollment, scheduling & attendance
- Grading, transcripts & state reporting
- Health, discipline & core records

NEW HOME

Embrace

Becomes the platform for IEP/504 documentation.

- IEP & 504 plan creation and management
- Compliance timelines, meeting minutes
- Evaluation & IEP Progress reporting

What to Expect

A brief look at the added capabilities, the year's focus, and how the transition is funded.



Staff Efficiency

Workflows built for IEP/504 writing, reducing time spent navigating the system.



Administrative Reporting

Caseload, meeting-minutes, and student-needs-by-building reports.



Ease of Use

An interface designed specifically for IEP/504 teams.



Secure Delivery

Signed plans delivered to parents as secure PDFs.

2026-27 FOCUS

Compliance & Legal Defensibility

Student Services will use this year to evaluate IEP writing practices, confirming that plans are compliant and legally defensible. Embrace's oversight tools support administrators in monitoring this work districtwide.

We will also focus on ensuring our services are documented correctly through the IEP process to allow for more accurate staffing recommendations.

COST & FUNDING

Estimated Investment: ~\$20,000

Funded through the ISBE Flow-Through Grant, using carry-over funds — no impact to the district's general operating budget. This includes the setup, file transfer, initial professional development and system.

Yearly subscription approximately \$13,000 that would continue to come from ISBE Flow Through Grant.



Any Questions?

QUICK SUMMARY

26-27 School Year

- Student Services is transitioning the IEP/504 plan creation and management from Infinite Campus to Embrace, starting in 2026–27. Infinite Campus remains the district's SIS. Professional development would begin during August and continue throughout the school year.
- The change responds to repeated staff feedback about the difficulty of writing plans in Infinite Campus and gaps in administrative reporting. Beginning this at the start of the school year would allow for a full year of professional development around our IEP practices.
- Estimated cost is ~\$20,000 for setup and the first year of services. Beginning in year 2, ~\$13,000 annual subscription, funded through the ISBE Flow-Through Grant.

QUESTIONS & DISCUSSION