Regular Board Meeting

Monday, May 11, 2026 7:00 PM
Downers Grove Civic Center, 850 Curtiss Street, Downers Grove, Illinois 60515

1. **Opening Items**

1.A. Call to Order and Roll Call

2. **Pledge of Allegiance and School Report**

2.A. Kingsley School

3. **Non-Action Reports**

3.A. Communications

3.B. Spotlight on our Schools: Construction Update

3.C. Spotlight on our Schools: Preliminary Budget & Staffiing Considerations

4. **Reports to the Board**

4.A. Superintendent Report

4.B. Monthly Business

4.C. Treasurer's Report

5. **Policy Committee**

5.A. First Reading: PRESS Issue 121

6. **Legislative Committee**

7. **Financial Advisory Committee**

7.A. Report on the May 8, 2026 meeting

8. **District Leadership Team**

8.A. Report on the May 11, 2026 meeting

9. **Health & Wellness Committee**

9.A. Report on the May 4, 2026 meeting

9.B. Report on the April 15, 2026 meeting

10. **SASED Report**

11. **Discussion**

11.A. Technology Update

11.A.1. Public Acknowledgement of Board Policy 6:235: Access to Electronic Networks, which

certifies our compliance with the Children's Online Protection Act, in order to be eligible for the federal E-Rate Program

11.A.2. Update on Artificial Intelligence Guidance

11.A.3. Suggested Update to Primary Grade Level iPad Practices

12. **Public Comment**

12.A. Public Comment Guidelines

13. **Recess**

13.A. Recess will be taken at Chair's discretion

14. **Approval of Minutes**

14.A. Regular Meeting - April 13, 2026

15. **Consent Agenda**

15.A. Financial Reports ~ List of Bills & Summary

15.B. Personnel Report: 1) Assignments; 2) Voluntary Reassignment to Part-Time; 3) Resignations; 4) Retirements; 5) Family Medical Leaves of Absence; 6) Extended Unpaid Leave of Absence

16. **Recommendations for Action**

16.A. Preschool Program Name Change

16.B. Property Tax Abatement: Rexnord

16.C. Stop-Loss Insurance

16.D. Exclusive Broker Services Agreement: Assured Partners

16.E. Contract for Audit and Accounting Services with Sikich

16.F. Surplus Equipment: Chevy Van, Folding Chairs, Air Conditioners, Motors, Milk Coolers, Fuel Caddy, iPads

17. **Announcements**

17.A. Upcoming Meetings & Events

18. **Closed Session**

18.A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District. 5 ILCS 102/2(c)(1)

18.B. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of

employees; 5 ILCS 120/2(c)(2)

18.C. Consideration of student disciplinary matters. 5 ILCS 120/2(c)(9)

18.D. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10)

18.E. Litigation...when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11)

18.F. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21)

19. **Action as a Result of Closed Session**

19.A. Closed Session Minutes - April 13, 2026

20. **Adjournment**

KINGSLEY ELEMENTARY 2025-26



Chuck Brewster - Principal

Spotlight on Kingsley

I. Kingsley Student Councils (6th and 5th Grade)
II. Kingsley PTA
III. SIP Data review
IV. PBBS
V. "Prides" families

6th Grade Student Council



What we have done so far this year:

- Food drive
- Giving Tree
- Spirit Week
- Collect Pom-poms for school

5th Grade Student Council

What we have done so far this year:

- Spirit Week
- Collect Pom-poms for school
- Project "night night"



Kingsley PTA

President: Janette Masterson

Vice President: Megan Tripodi

Vice President of Finance: Devon Snowden

Co-Vice President of Ways and Means: Jessie Sudholt & Lisa Tazelaar

Standing Committee: Amanda Delay

Membership: Katie Crawford

Secretary: Liz Penner

2025-26 Goals

- Community engagement
  - Membership 58% increase from last year
    - 49 Faculty - 171 Family
    - Awarded Illinois Platinum Membership award
- Robust Communication with community
  - PTA Newsletters - Room Parent Communications - Social Media - Parent Square - principal weekly newsletter
- Provide opportunities for students and families
  - Grade level experiences
  - VIP Experiences (sons and Daughters)

2025-26 Highlights

- School Wide assemblies
  - Super U
  - Fun Fun Fun
  - Storm Science
- Fundraising
  - YTD have fundraised 41% above plan
    - Still to come: Golf Outing and Benefit Night to finish year
- Grade level events
  - First year implemented and looking forward to making it a continued success
- Launched new website to provide an information hub for PTA

Kingsley PTA Events

- Back to School Bash
- Halloween Costume Swap
- Fall Carnival
- Pancake Breakfast and Holiday Shop
- Assemblies
- Fun Lunch
- Holiday Parties
- Grade Level Events/Activities
- Fundraising Events
- Field Day
- And More...!







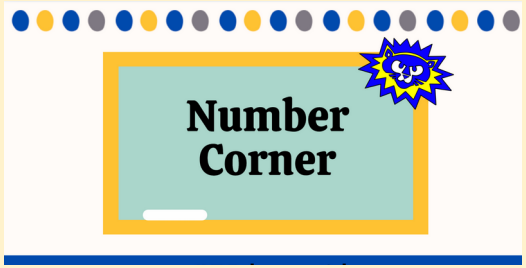


Goal for Math

During the 2025-2026 school year, Kingsley will work with the ILT to intentionally incorporate metacognition strategies to strengthen student learning in Operations and Algebraic Thinking. This goal builds on our previous focus on fact fluency and responds to identified needs in this domain







SIP DATA REVIEW

OVERALL GROWTH IN BOTH READING AND MATH (% OF STUDENTS MEETING BENCHMARK):

FROM 45% TO 69% - UP 24% IN READING AND

FROM 44% TO 65% - UP 21% IN MATH

OVERALL GROWTH IN BOTH READING AND MATH (% OF STUDENTS EXPECTED GROWTH):

FROM 65% TO 70% - UP 5% IN READING AND

FROM 69% TO 68% - DOWN 1% IN MATH

DOWNERS GROVE GRADE SCHOOL DISTRICT 58

Overall Growth Summary (2024-2025)

School:
KINGSLEY ELEM SCHOOL

Growth Year: **2024-2025**

Growth Comparison Group: **Local District**

Term: **Spring**

Overall Growth

- 0.16 **Expected Growth**

Student Growth by Subject

Subject	Student Count^	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELA-Reading	326	45%	16%	65%	18%	- 0.04
Mathematics	326	44%	9%	69%	21%	- 0.28
ALL	326	44%	13%	67%	20%	- 0.16
EXPECTED			16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant
^ Student count only includes students with at least 1 predictor

***Percentages may not add to 100 due to rounding*
****Results not reported for groups with fewer than 5 students*

DOWNERS GROVE GRADE SCHOOL DISTRICT 58

Overall Growth Summary (2025-2026)

School:
KINGSLEY ELEM SCHOOL

Growth Year: **2025-2026**

Growth Comparison Group: **Local District**

Term: **Winter**

Overall Growth

- 0.06 **Expected Growth**

Student Growth by Subject

Subject	Student Count^	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
Mathematics	345	65%	12%	68%	20%	- 0.17
Reading	344	69%	15%	70%	14%	+ 0.05
ALL	346	67%	14%	69%	17%	- 0.06
EXPECTED			16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant
^ Student count only includes students with at least 1 predictor

***Percentages may not add to 100 due to rounding*
****Results not reported for groups with fewer than 5 students*

SUBGROUPS - ELA/READING

READING GROWTH IN SUBGROUPS (% OF STUDENTS WITH IEPS AND LOW INCOME MEETING BENCHMARK):

FROM 14% TO 36% - UP 22% FOR STUDENTS WITH IEPS

FROM 27% TO 41% - UP 14% FOR LOW INCOME STUDENTS

READING GROWTH IN SUBGROUPS (% OF STUDENTS WITH IEPS AND LOW INCOME MEETING EXPECTED GROWTH):

FROM 63% TO 69% - UP 6% FOR STUDENTS WITH IEPS

FROM 62% TO 76% - UP 14% FOR LOW INCOME STUDENTS

DOWNERS GROVE GRADE SCHOOL DISTRICT 58

Student Group Growth Summary (2024-2025)

School:
KINGSLEY ELEM SCHOOL
Subject:
ELA-Reading
Growth Year: **2024-2025**
Growth Comparison Group: **Local District**
Term: **Spring**

Growth by Student Group

Group	Student Group	Student Count^	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	15	25%	0%	87%	13%	- 0.11
ELL	Not ELL	311	46%	17%	64%	19%	- 0.03
Ethnicity	Asian	12	64%	33%	63%	4%	+ 0.43*
Ethnicity	Black	22	20%	20%	55%	25%	- 0.03
Ethnicity	Hispanic	29	40%	16%	64%	21%	0.00
Ethnicity	Other	14	57%	21%	79%	0%	+ 0.36*
Ethnicity	White	249	46%	15%	66%	19%	- 0.09
Gender	Female	154	49%	18%	65%	17%	+ 0.01
Gender	Male	172	41%	15%	65%	20%	- 0.08
Homeless	Homeless	2	***	***	***	***	***
Homeless	Not Homeless	324	45%	16%	66%	18%	- 0.04
IEP	IEP	71	14%	14%	63%	23%	- 0.21
IEP	No IEP	255	54%	17%	66%	17%	+ 0.01
Income	Low Income	46	27%	17%	62%	21%	- 0.07
Income	Not Low Income	280	48%	16%	66%	18%	- 0.03
EXPECTED				16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant
^ Student count only includes students with at least 1 predictor
**Percentages may not add to 100 due to rounding
***Results not reported for groups with fewer than 5 students

DOWNERS GROVE GRADE SCHOOL DISTRICT 58

Student Group Growth Summary (2025-2026)

School:
KINGSLEY ELEM SCHOOL
Subject:
Reading
Growth Year: **2025-2026**
Growth Comparison Group: **Local District**
Term: **Winter**

Growth by Student Group

Group	Student Group	Student Count^	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	18	33%	17%	72%	11%	+ 0.02
ELL	Not ELL	326	71%	15%	70%	15%	+ 0.05
Ethnicity	Asian	12	58%	17%	79%	4%	+ 0.07
Ethnicity	Black	27	37%	2%	87%	11%	- 0.05
Ethnicity	Hispanic	30	50%	5%	80%	15%	- 0.17
Ethnicity	Other	12	67%	17%	63%	21%	+ 0.06
Ethnicity	White	263	75%	17%	68%	15%	+ 0.09
Gender	Female	167	71%	14%	73%	13%	+ 0.08
Gender	Male	177	67%	16%	68%	16%	+ 0.03
Homeless	Homeless	1	***	***	***	***	***
Homeless	Not Homeless	343	69%	15%	71%	14%	+ 0.06
IEP	IEP	70	36%	11%	69%	21%	- 0.14
IEP	No IEP	274	77%	16%	71%	13%	+ 0.10
Income	Low Income	54	41%	10%	76%	14%	- 0.04
Income	Not Low Income	290	74%	16%	69%	14%	+ 0.07
EXPECTED				16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant
^ Student count only includes students with at least 1 predictor
**Percentages may not add to 100 due to rounding
***Results not reported for groups with fewer than 5 students

SUBGROUPS - MATH

MATH GROWTH IN SUBGROUPS (% OF STUDENTS WITH IEPS AND LOW INCOME MEETING BENCHMARK):

FROM 21% TO 37% - UP 16% FOR STUDENTS WITH IEPS

FROM 19% TO 47% - UP 28% FOR LOW INCOME STUDENTS

MATH GROWTH IN SUBGROUPS (% OF STUDENTS WITH IEPS AND LOW INCOME MEETING EXPECTED GROWTH):

FROM 72% TO 63% - DOWN 9% FOR STUDENTS WITH IEPS

FROM 75% TO 76% - UP 1% FOR LOW INCOME STUDENTS

DOWNERS GROVE GRADE SCHOOL DISTRICT 58

Student Group Growth Summary (2024-2025)

School:
KINGSLEY ELEM SCHOOL
Subject:
Mathematics
Growth Year: **2024-2025**
Growth Comparison Group: **Local District**
Term: **Spring**

Growth by Student Group

Group	Student Group	Student Count^	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	15	17%	13%	50%	37%	- 0.31*
ELL	Not ELL	311	45%	9%	70%	20%	- 0.28
Ethnicity	Asian	12	64%	29%	63%	8%	+ 0.29
Ethnicity	Black	22	15%	2%	77%	20%	- 0.41
Ethnicity	Hispanic	29	30%	12%	64%	24%	- 0.32
Ethnicity	Other	14	68%	21%	68%	11%	+ 0.17
Ethnicity	White	249	46%	8%	70%	22%	- 0.31
Gender	Female	154	40%	9%	68%	23%	- 0.34
Gender	Male	172	47%	10%	71%	19%	- 0.23
Homeless	Homeless	2	***	***	***	***	***
Homeless	Not Homeless	324	44%	9%	70%	21%	- 0.27
IEP	IEP	71	21%	11%	72%	18%	- 0.20
IEP	No IEP	255	51%	9%	69%	22%	- 0.30
Income	Low Income	46	19%	7%	75%	18%	- 0.32
Income	Not Low Income	280	48%	10%	69%	22%	- 0.27
EXPECTED				16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant
^ Student count only includes students with at least 1 predictor
**Percentages may not add to 100 due to rounding
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DOWNERS GROVE GRADE SCHOOL DISTRICT 58

Student Group Growth Summary (2025-2026)

School:
KINGSLEY ELEM SCHOOL
Subject:
Mathematics
Growth Year: **2025-2026**
Growth Comparison Group: **Local District**
Term: **Winter**

Growth by Student Group

Group	Student Group	Student Count^	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	18	47%	19%	72%	8%	+ 0.10
ELL	Not ELL	327	66%	12%	68%	21%	- 0.19
Ethnicity	Asian	12	63%	4%	88%	8%	+ 0.02
Ethnicity	Black	27	35%	7%	72%	20%	- 0.24
Ethnicity	Hispanic	30	48%	15%	55%	30%	- 0.39
Ethnicity	Other	13	65%	8%	69%	23%	- 0.21
Ethnicity	White	263	70%	13%	68%	19%	- 0.15
Gender	Female	167	63%	10%	66%	24%	- 0.32
Gender	Male	178	66%	15%	69%	16%	- 0.04
Homeless	Homeless	1	***	***	***	***	***
Homeless	Not Homeless	344	65%	12%	68%	20%	- 0.18
IEP	IEP	72	37%	12%	63%	25%	- 0.30
IEP	No IEP	273	72%	12%	69%	19%	- 0.14
Income	Low Income	54	47%	12%	76%	12%	- 0.02
Income	Not Low Income	291	68%	12%	66%	21%	- 0.20
EXPECTED				16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant
^ Student count only includes students with at least 1 predictor
**Percentages may not add to 100 due to rounding
***Results not reported for groups with fewer than 5 students

POSTIVE BEHAVIOR SUPPORT SYSTEM







Remember! Kingsley Lion says, "Be Respectful! Be Responsible! Be Safe!"

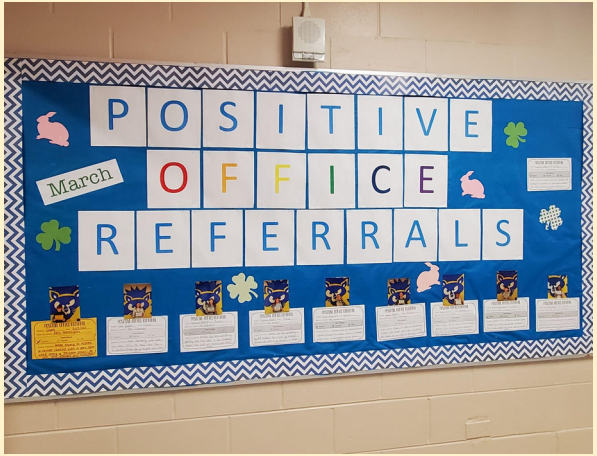
Kingsley EXPECTATIONS MATRIX

	Classroom/ Specials	Lunch	Bathroom	Hallways	Bus	Recess/ Arrival & Dismissal
Respect	• Follow directions • Raise your hand • Use appropriate language • Keep your hands & feet to yourself • Use appropriate voice level	• Follow directions • Keep food on your tray or in your mouth • Level 2 voice	• 2 students at a time • Respect the privacy of others • Keep bathrooms clean • Level 1 voice	• Keep hands & feet to yourself • Listen to adults in hallway • Level 1 voice	• Wait in line against the wall • Listen to the bus driver • Sit in your seat the entire time • Level 2 voice	• Use appropriate language • Stand in a line to come in • Invite others to play
Responsible	• Listening • Participate • Be prepared and organized with materials • Use class materials correctly	• Stay in your seat • Raise hand to use the bathroom • Clean your eating area, floor, and pick up ALL garbage • Wait for the garbage to come to you • Wipe table well	• Sign In / out • Use appropriate amount of toilet paper • Flush toilet • Use appropriate amount of soap • Turn OFF sink • Put trash IN garbage • Report problems	• Go straight to your destination • Pick up litter • Hands at side, respect hallway art	• Stay seated while the bus is moving • Keep your body and belongings inside the bus	• Push trash in the garbage • Use equipment correctly • Line up immediately • Bring in all equipment etc.
Safety	• Walking feet • Keep hands & feet to yourself • Stay in assigned location • Enter and exit quietly in line	• Walking feet • Wait in line for your turn • If you see something, say something in an emergency	• Walking feet • Wash hands	• Walking feet • Calm body • Walk on the right	• Walking feet • Enter/Exit in an orderly fashion • Stay in your seat • Report incidents	• Walking feet • Use equipment correctly • Keep hands & feet to yourself

Show Your P.R.I.D.E.

LION PRIDE TOGETHER WE ROAR

P - Positive
R - Respectful
I - Inclusive
D - Determined
E - Excellence



POSITIVE OFFICE REFERRAL

Student _____ Date _____

Referring Teacher _____

Positive Behavior

☐ Respectful ☐ Responsible ☐ Safe

Teacher Comments _____

Kingsley "Prides" Families

Focus on building community within the school!



LOOKING AHEAD

- Continue to build on the peer observation implementation in connection with PLC+
- Continue to implement "Prides" families
- Use cycles of inquiry process to determine academic focus for next year



THANK YOU!!

Downers Grove Referendum Projects Status Report

May 2026

ELEMENTARY SCHOOLS PHASES I and II

(Highland, Hillcrest, Puffer, Whittier - Fairmount, Indian Trail, Kingsley, Lester)

1. Phase I commissioning is complete. Phase II commissioning activities are substantially complete, with systems troubleshooting and monitoring ongoing with warmer weather.
2. Punchlist will be complete by end of July.
3. Warranty items continue to be addressed and managed as they arise.
4. Financial close-out target is end of summer.
5. Servery work (separate contract/phase) now commencing on Phase I.

MIDDLE SCHOOLS

(O'Neill and Herrick)

1. Commissioning activities are substantially complete, with final systems testing and troubleshooting ongoing.
2. Punchlist is nearly complete with +/- 20 minor miscellaneous items remaining to be completed at each school. Remaining work to be completed over summer break.
3. Open items being managed to June 15 completion.
4. Financial close-out target is end of summer.






MIDDLE SCHOOL


HERRICK
MIDDLE
SCHOOL

ELEMENTARY SCHOOLS PHASE III

(Belle Aire, El Sierra, Pierce Downer)

1. Contracts executed.
2. Submittals 80% complete.
3. 2nd shift construction activities have commenced at Pierce Downer focusing on MEP rough-in and layout. This early start is to accommodate the shortened summer schedule.
4. Move management scheduled for move-out on Saturday, June 6th, and Saturday, August 19th, for move-in.
5. Furniture for Phase III schools is ordered, with delivery tentative for August. A minor appliance order for new refrigerators for nurse's offices is pending.
6. The television screens and mounts needed for Phase III were purchased last year and are on hand in District storage.

SERVERIES

(Phase I and III schools)

1. Contracts executed.
2. Submittals are complete.
3. Work will start at Phase I schools upon commencement of summer break.
4. Servery equipment will ship on 5/17.

OUTLOOK for FINAL STRETCH

<u>As we enter the final stretch of the referendum projects with Phase III and Serveries:</u>

1. On track with scope and schedule.
2. Total remaining owner contingency is over 15% of outstanding work: a clear picture that the overall project will come in under budget.
3. Final invoices for construction are anticipated to wrap up by end of year as commissioning and punchlists are completed.
4. Final reconciliation and close-out of other line items is underway and will continue through early Fall.

BUDGET SUMMARY

DESCRIPTION	ORIGINAL BUDGET	ADJUSTED BUDGET (inc. Allocations)	PROJECTED COST	UNDER (OVER) BUDGET		COMMITTED		INVOICED TO DATE	
Professional Services									
Design and Engineering	12,500,000	13,517,250	13,517,250	(1,017,250)	(8.1%)	13,437,180	99%	13,011,236	
Supplemental Design	800,000	740,700	740,700	59,300	7%	740,353	100%	651,830	
Project Management	1,350,000	1,350,000	1,350,000	-	0.0%	1,311,000	97%	847,354	
Quality/Testing/Commissionin	1,180,000	1,251,800	1,251,800	(71,800)	(6%)	704,851	56%	836,414	
Subtotal	**15,830,000**		**16,859,750**	**(1,029,750)**	(6.5%)	**16,193,384**	**96%**	**15,346,833**	**91.0%**
Construction									
O'Neill	45,500,000		43,940,691	1,559,309	3%	43,940,691	100%	41,904,750	95%
Herrick	54,680,000		53,625,326	1,054,674	1.9%	53,625,326	100%	49,989,014	93%
ES Phase 1 2024	30,850,615	31,213,412	34,543,042	(3,692,427)	(12%)	34,543,042	100%	34,157,137	99%
ES Phase 2 2025	32,977,596	34,271,636	36,702,361	(3,724,765)	(11%)	36,702,361	100%	34,330,409	94%
ES Phase 3 2026	15,191,790	16,154,891	15,916,138	(724,348)	(5%)*	15,716,138	99%	1,297,158	8%
Other	540,000		540,000	-	0%	527,115	98%	204,153	38%
Servery Equip	0	588,965	588,965	(588,965)		588,965	100%	-	0%
Subtotal	**179,740,001**		**185,856,523**	**(6,116,523)**	(3.4%)	**185,054,673**	**100%**	**161,882,621**	**87.1%**
Owner Direct									
Moving and Storage	350,000		350,000	-	0.0%	233,016	67%	134,247	
Furniture	2,400,000		2,285,000	115,000	4.8%	2,200,029	96%	2,056,255	
Technology	620,000	1,303,887	1,293,201	(673,201)	(109%)	1,145,508	89%	837,754	
Other	300,000		370,000	(70,000)	(23.3%)	323,627	87%	19,849	
Subtotal	**3,670,000**		**4,298,201**	**(628,201)**	(17%)	**3,902,179**	**91%**	**3,048,105**	**70.9%**
Owner Contingency	10,314,999		2,540,527						
TOTAL	**209,555,000**		**209,555,000**			**205,444,719**	**98%**	**180,277,559**	**86.0%**

Downers Grove Grade School District 58

We Envision. We Seek. We Believe.

Financial Advisory Committee

May 8, 2026

Amended FY 2026 Budget

What is Being Amended?

Simple adjustment to include interfund transfer of excess referendum interest to operations

$4,857,121
From Capital Projects to Educational

Budget on Display

Budget on display for required 30 days as of May 5th at the district office and on the website

Public Budget Hearing

To be held during the regular Board meeting on **June 8th**

Budget Calendar

May

Preliminary budget presented to FAC and BOE

June-July

Analyze enrollment, hire staff, negotiate contracts, and firm up revenue numbers to “sharpen our pencils”

August

Tentative budget presented to Board and community

September

Board approves final budget after hearing

Preliminary: High-level outline of projected revenues and expenditures

Tentative: Structured working draft available for inspection

Preliminary Revenue Assumptions

- 99.6% collection rate of 2025 tax extension
- No changes to investment revenue budgeted in FY 2026
- Student fees will increase in accordance with Board decisions
- Small decrease to Corporate Personal Property Replacement Tax (CPPRT)
- State and federal funds flat except for major drop in transportation reimbursement:
  - -$700,000
  - Proration
  - District on track to achieve major savings in Fiscal Year 2026

Preliminary Expenditure Assumptions

- Salary and benefits in line with assumptions in five-year plan (dictated by collective bargaining agreements)
- Spending cuts from January workshop have been incorporated
- Minor staffing additions
  - +2.0 post-construction night custodians (Herrick and O'Neill)
- Purchased services and supplies generally at small, CPI-based increases
- Transportation baseline lowered to reflect efficiencies identified in FY 2026

			Operating Funds					Non-Operating Funds		
	% of Budget	Total Operating	Educational	Operations & Maintenance	Transportation	IMRF/SS	Working Cash	Debt Service	Capital Projects	Fire Safety
Beginning Cash Basis Fund Ba		$27,125,724	$13,625,102	$706,828	$76,611	$405,762	$12,311,421	$1,458,090	$39,373,899	$8,644
REVENUES										
Property Tax	85%	$76,112,182	$61,796,033	$4,504,850	$6,663,350	$2,895,311	$252,638	$14,974,211	$0	$0
CPPRT	1%	$1,236,266	$1,072,454	$102,000	$0	$61,812	$0	$0	$0	$0
Interest	1%	$664,000	$470,000	$15,000	$7,000	$7,000	$165,000	$36,000	$50,500	$15
Other Local Rev	3%	$2,648,749	$2,182,249	$221,500	$245,000	$0	$0	$0	$0	$0
State Programs	7%	$6,567,411	$4,767,411	$0	$1,800,000	$0	$0	$0	$550,000	$0
Federal Program	3%	$2,578,061	$2,578,061	$0	$0	$0	$0	$0	$0	$0
Total	100%	$89,806,669	$72,866,208	$4,843,350	$8,715,350	$2,964,123	$417,638	$15,010,211	$600,500	$15
EXPENDITURES										
Salaries	65%	$57,015,282	$54,880,882	$2,134,400	$0	$0	$0	$0	$0	$0
Benefits	17%	$14,617,916	$11,881,598	$550,000	$0	$2,186,318	$0	$0	$0	$0
Purchased Servi	12%	$10,158,330	$2,550,648	$782,682	$6,825,000	$0	$0	$250,000	$0	$0
Supplies & Mate	2%	$2,197,432	$1,255,821	$941,611	$0	$0	$0	$0	$0	$0
Capital/Non-Cap	0%	$92,992	$32,992	$60,000	$0	$0	$0	$12,814,225	$37,000,000	$0
Dues & Other	5%	$4,225,490	$4,222,729	$2,761	$0	$0	$0	$0	$0	$0
Retirement Incer	0%	$0	$0	$0	$0	$0	$0	$0	$0	$0
Total	100%	$88,307,442	$74,824,670	$4,471,454	$6,825,000	$2,186,318	$0	$13,064,225	$37,000,000	$0
Surplus/(Deficit)		$ 1,499,227	$ (1,958,462)	$ 371,896	$ 1,890,350	$ 777,805	$ 417,638	$ 1,945,986	$ (36,399,500)	$15
Transfer (Uses)			$ (250,000.00)	$ (750,000.00)						
Transfer Sources								$250,000	$750,000	
Ending Fund Ba	31.2827%	$27,624,951	$11,416,640	$328,724	$1,966,961	$1,183,567	$12,729,059	$3,654,076	$3,724,399	$8,659

Budget Talking Points

Budgetary Status
The Preliminary FY 2027 budget is operationally balanced

Capital Projects Transfer
$750,000 transfer from O&M to Capital Projects in accordance with board policy

Fund Balance to Expenditures Ratio: 31.3%

- Includes arbitrage profit as part of year-end fund balances
- **Ratio is <33%: Necessity of financial sustainability plan delivery to the Board by January**
- No surplus referendum dollars (excess interest) are factored in at this time

2026-27 Staffing Plans and Priorities

Priorities - consistent from prior years:

- Adherence to class size targets as established in the 2018-2019 school year as much as reasonably possible
- Balance class sizes across the District, while keeping students in their home schools as much as possible
- Provide quality supports and services across all 13 schools in all instructional environments
- Continue to hire highly qualified, child-centered educators for all positions

2026-27 Staffing Plans and Priorities

Class Size Targets (est. 2018)

Grades K-2: **80% of classrooms will have 24 or fewer students**
If 25-27 students, communication related to the rationale
At 28 students, there needs to be an action of some sort (meeting, additional supports, additional staff, scheduling of specialists, etc.), along with communication about the decision

Grades 3-8: **80% of classrooms will have 26 or fewer students**
If 27-28 students, communication related to the rationale
At 29 students, there needs to be an action of some sort (meeting, additional supports, additional staff, scheduling of specialists, etc.), along with communication about the decision

2026-27 Staffing Plans and Priorities

Planning for 2026-27

- Equitable decision making based upon class size targets
  - Action taken at identified number
  - Reducing sections where combining would yield a configuration that does not reach the action number
  - Consideration of specialized program students based upon their level of inclusion

2026-27 Staffing Plans and Priorities

Anticipated adjustments for 2026-27 from 25-26 configurations

- Henry Puffer Kindergarten - 1 section from 2 (26 students confirmed)
- Hillcrest Kindergarten - 3 sections from 2 (56 students confirmed with 5 in DLP)
- Hillcrest 1st Grade - 3 sections from 2 (55 students confirmed with 5 in DLP)
- Kingsley 1st Grade - 3 sections from 2 (54 students confirmed with 7 in BEST)
- Kingsley 4th grade - 2 sections from 3 (53 students confirmed with 1 in BEST)
- Lester 3rd grade - 2 sections from 3 (56 students confirmed)
- Lester 5th grade - 3 sections from 4 (83 students confirmed)

These plans are based on current confirmed enrollment. We continue to monitor enrollment and registration. Intra-District Transfers are also confirmed or denied based on whether that transfer would bring a class size to an action level.

2026-27 Staffing Plans and Priorities

Additional Staffing Plans and Priorities

- Middle School class sizes are generally averaging 21-25 in core classes, up to 27 in exploratory and PE, lower in some specific/specialized classes.
- Related Services districtwide are remaining FTE neutral with the middle school transition
- Resource and Specialized Programs are staffed based upon student needs/ IEP minutes.
    - District 58 is recognizing an increase in students who are entitled to IEPs going into 2026-27, particularly as students are transitioning to middle school
    - Specialized programs are realizing an increase in student numbers; in some cases this represents less outplaced students, but in other cases it is simply an increase based upon identified student needs

Downers Grove Grade School District 58

We Envision. We Seek. We Believe.

Monthly Business Report

May 11, 2026

Community Solar

- Illinois law creates a shared-credit model so residents and businesses can access solar benefits without owning panels
- Participants subscribe to a portion of a solar farm located in the utility territory
- Solar farm generates electricity for the grid; subscribers share credits on their utility bill based on the project's output
- The developer receives 90% of the credit and the subscriber receives 10%
- A community solar agreement for District 58 could mean savings of $30,000 per year for a 15-20 year period

Food Service Management Company

- Request for Proposals due May 6th
- District is currently weighing seven proposals against established criteria:
  - Cost
  - Menu
  - Management Plan
  - Staffing
- A recommendation for a new FSMC agreement will likely come to the Board at the June 8th meeting

Revenues Year-to-Date Compared to Budget

April 30, 2026

	EDUCATIONAL FUND	FY 26 BUDGET	YTD REVENUE	% of BUDGET	FY 25 BUDGET (Amended)	YTD REVENUE	% of BUDGET
LOCAL	Property Taxes	$62,544,092	$29,744,290	47.56%	$62,753,047	$29,011,741	46.23%
	CPPRT	$1,051,425	$674,910	64.19%	$1,179,253	$826,951	70.12%
	Interest	$470,000	$864,470	183.93%	$456,312	$443,113	97.11%
	Fees/Lunches	$1,918,053	$1,300,166	67.79%	$1,382,887	$1,275,792	92.26%
	Other	$971,000	$887,317	91.38%	$1,747,449	$1,421,416	81.34%
	Total Local	**$66,954,570**	**$33,471,154**	**49.99%**	**$67,518,948**	**$32,979,013**	**48.84%**
STATE	Evidence-Based	$3,552,546	$2,910,258	81.92%	$3,552,547	$2,906,622	81.82%
	Special Ed	$1,334,604	$779,301	58.39%	$1,231,455	$832,747	67.62%
	Other	$7,207	$27,703	384.39%	$416,767	$382,370	91.75%
	Total State	**$4,894,357**	**$3,717,262**	**75.95%**	**$5,200,769**	**$4,121,739**	**79.25%**
FEDERAL	ESEA Grants	$428,414	$212,293	49.55%	$357,407	$329,541	92.20%
	IDEA Grants	$1,496,322	$1,317,982	88.08%	$1,915,271	$1,404,829	73.35%
	National School Lunch	$274,284	$145,897	53.19%		$0	
	Other Federal	$255,000	$79,974	31.36%	$1,888,321	$1,777,848	94.15%
	Total Federal	**$2,454,020**	**$1,756,147**	**71.56%**	**$4,160,999**	**$3,512,218**	**84.41%**
TOTAL ED FUND		**$74,302,947**	**$38,944,563**	**52.41%**	**$76,880,716**	**$40,612,970**	**52.83%**
O&M FUND							
LOCAL	Property Taxes	$2,681,567	$1,239,202	46.21%	$2,490,236	$1,084,506	43.55%
	CPPRT	$100,000	$60,506	60.51%	$100,000	$100,000	100.00%
	Interest	$15,000	$8,693	57.95%	$19,101	$17,151	89.79%
	Other	$171,500	$152,686	89.03%	$107,025	$97,025	90.66%
	Total Local	**$2,968,067**	**$1,461,086**	**49.23%**	**$2,716,362**	**$1,298,682**	**47.81%**
STATE	State Grants	$50,000	$0	0.00%	$50,000	$50,000	-
	Total State	**$50,000**	**$0**	**0.00%**	**$50,000**	**$50,000**	-
TOTAL O&M FUND		**$3,018,067**	**$1,461,086**	**48.41%**	**$2,766,362**	**$1,348,682**	**48.75%**

DEBT SERVICE FUND							
LOCAL	Property Taxes	$12,534,887	$4,538,577	36.21%	$9,610,230	$4,461,738	46.43%
	Interest	$36,000	$9,508	26.41%	$34,671	$33,671	97.12%
	Total Local	**$12,570,887**	**$4,548,085**	**36.18%**	**$9,644,901**	**$4,495,409**	**46.61%**
TOTAL DS FUND		**$12,570,887**	**$4,548,085**	**36.18%**	**$9,644,901**	**$4,495,409**	**46.61%**
TRANSPORTATION FUND							
LOCAL	Property Taxes	$5,984,989	$1,939,695	32.41%	$3,993,411	$1,793,051	44.90%
	Interest	$7,000	$1,763	25.19%	$7,818	$6,818	87.21%
	Other	$311,000	$203,871	65.55%	$375,601	$135,820	36.16%
	Total Local	**$6,302,989**	**$2,145,330**	**34.04%**	**$4,376,830**	**$1,935,689**	**44.23%**
STATE	Regular Trans	$1,245,284	$794,979	63.84%	$1,245,558	$933,963	74.98%
	SpEd Trans	$1,351,774	$1,093,030	80.86%	$1,357,613	$1,013,831	74.68%
	Total State	**$2,597,058**	**$1,888,009**	**72.70%**	**$2,603,171**	**$1,947,794**	**74.82%**
TOTAL TRANS FUND		**$8,900,047**	**$4,033,339**	**45.32%**	**$6,980,001**	**$3,883,483**	**55.64%**
IMRF FUND							
LOCAL	Property Taxes	$1,859,484	$836,461	44.98%	$1,752,361	$803,336	45.84%
	CPPRT	$60,600	$10,383	17.13%	$17,161	$17,161	100.00%
	Interest	$7,000	$4,208	60.11%	$6,912	$6,430	93.03%
	Other	$0		0.00%	$0	$0	-
	Total Local	**$1,927,084**	**$851,053**	**44.16%**	**$1,776,434**	**$826,927**	**46.55%**
TOTAL IMRF FUND		**$1,927,084**	**$851,053**	**44.16%**	**$1,776,434**	**$826,927**	**46.55%**
CAPITAL FUND							
LOCAL	Interest	$4,500,000	$1,320,547	29.35%	$6,937,644	$6,508,377	93.81%
	Other	$25,000	$409,084	1636.33%	$10,000	$33,883	
	Total Local	**$4,525,000**	**$1,729,631**	**38.22%**	**$6,947,644**	**$6,542,260**	**94.17%**
STATE	Other	$1,200,000	$1,247,986	104.00%	$1,558,000	$297,200	19.08%
	Total State	**$1,200,000**	**$1,247,986**	**104.00%**	**$1,558,000**	**$297,200**	**19.08%**
FEDERAL	Other	$0	$0		$191,006	$191,006	100.00%
	Total Federal	**$0**	**$0**		**$191,006**	**$191,006**	**100.00%**
TOTAL CAPITAL FUND		**$5,725,000**	**$2,977,617**	**52.01%**	**$8,696,650**	**$7,030,466**	**80.84%**
WORKING CASH FUND							

LOCAL	Property Taxes	$448,872	$199,649	44.48%	$412,852	$186,374	45.14%
	Interest	$165,000	$53,126	32.20%	$158,193	$157,843	99.78%
	Total Local	**$613,872**	**$252,775**	**41.18%**	**$571,045**	**$344,217**	**60.28%**
TOTAL WC FUND		**$613,872**	**$252,775**	**41.18%**	**$571,045**	**$344,217**	**60.28%**
FIRE SAFETY FUND							
LOCAL	Interest	$15	$38	253.27%	$22	$17	77.27%
	Total Local	**$15**	**$38**	**253.27%**	**$22**	**$17**	**77.27%**
TOTAL FIRE SAFETY FUND		**$15**	**$38**	**253.27%**	**$22**	**$17**	**77.27%**
LOCAL		**$95,862,483**	**$44,459,151**	**46.38%**	**$93,552,186**	**$48,422,214**	**51.76%**
STATE		**$8,741,415**	**$6,853,257**	**78.40%**	**$9,411,940**	**$6,416,733**	**68.18%**
FEDERAL		**$2,454,020**	**$1,756,147**	**71.56%**	**$4,352,005**	**$3,703,224**	**85.09%**
TOTAL ALL FUNDS		**$107,057,918**	**$53,068,555**	**49.57%**	**$107,316,131**	**$58,542,171**	**54.55%**

Expenditures Year-to-Date Compared to Budget

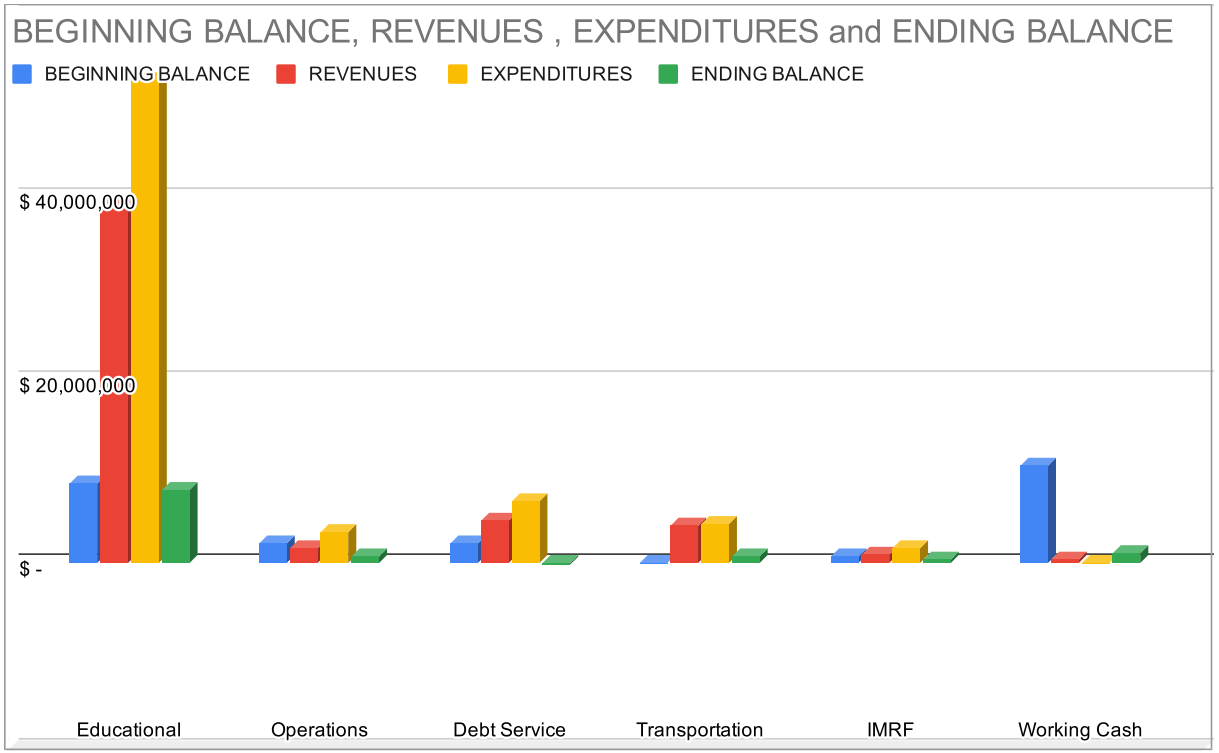
April 30, 2026

EDUCATIONAL FUND	FY 26 BUDGET	YTD EXPENSES	% of BUDGET	FY 25 BUDGET (Amended)	YTD EXPENSES	% of BUDGET
Salaries	$53,445,773	$35,740,927	66.87%	$51,486,958	$35,098,388	68.17%
Benefits	$11,632,163	$8,219,839	70.66%	$11,041,733	$7,765,573	70.33%
Purchased Services	$3,282,465	$3,042,185	92.68%	$2,916,015	$2,907,125	99.70%
Supplies	$1,472,542	$783,201	53.19%	$2,227,372	$2,181,098	97.92%
Other	$4,129,404	$4,675,992	113.24%	$4,711,184	$4,779,960	101.46%
Noncapitalized Outlay	$32,263	$89,172	276.39%	$78,921	$67,283	85.25%
FUND TOTAL	**$73,994,610**	**$52,551,316**	**71.02%**	**$72,462,183**	**$52,799,427**	**72.86%**
O&M FUND						
Salaries	$2,001,037	$1,607,718	80.34%	$1,776,734	$1,523,284	85.74%
Benefits	$495,913	$402,318	81.13%	$450,440	$377,785	83.87%
Purchased Services	$832,187	$663,647	79.75%	$711,166	$682,099	95.91%
Supplies	$1,014,258	$637,678	62.87%	$723,292	$695,179	96.11%
Capitalized Outlay	$7,830	$46,391	592.47%	$5,761	$5,761	100.00%
Noncapitalized Outlay	$2,700	$495	18.33%	$2,805	$2,805	100.00%
FUND TOTAL	**$4,353,925**	**$3,358,246**	**77.13%**	**$3,670,198**	**$3,286,913**	**89.56%**
DEBT SERVICE FUND						
Purchased Services	$2,000	$281,122	14056.11%	$235,000	$286,287	121.82%
Other	$13,366,271	$6,449,275	48.25%	$9,471,436	$6,124,750	64.67%
FUND TOTAL	**$13,368,271**	**$6,730,397**	**50.35%**	**$9,706,436**	**$6,411,037**	**66.05%**
TRANSPORTATION FUND						
Purchased Services	$7,724,188	$4,261,882	55.18%	$6,917,332	$5,698,711	82.38%
FUND TOTAL	**$7,724,188**	**$4,261,882**	**55.18%**	**$6,917,332**	**$5,698,711**	**82.38%**
IMRF FUND						
Benefits	$2,115,344	$1,582,284	74.80%	$2,038,638	$1,553,918	76.22%
FUND TOTAL	**$2,115,344**	**$1,582,284**	**74.80%**	**$2,038,638**	**$1,553,918**	**76.22%**

CAPITAL FUND						
Salaries	$113,643	$0	0.00%	$168,284	$63,895	37.97%
Purchased Services	$3,378,000	$3,374,544	99.90%	$4,775,000	$5,365,442	112.37%
Supplies	$0	$0		$220,000	$7,434	3.38%
Capitalized Outlay	$56,722,000	$57,257,037	100.94%	$114,730,066	$82,121,737	71.58%
Other	$0	$195,623		$0	$523,340	
Noncapitalized Outlay	$0	$1,811,427		$0	$0	
FUND TOTAL	**$60,213,643**	**$62,638,631**	104.03%	**$119,893,350**	**$88,081,848**	73.47%
TOTAL ALL FUNDS						
Salaries	$55,560,453	$37,348,645	67.22%	$53,431,976	$36,685,567	68.66%
Benefits	$14,243,420	$10,204,441	71.64%	$13,530,811	$9,697,276	71.67%
Purchased Services	$15,218,840	$11,623,380	76.37%	$15,554,513	$14,939,664	96.05%
Supplies	$2,486,800	$1,420,879	57.14%	$2,950,664	$2,883,711	97.73%
Capitalized Outlay	$56,729,830	$57,303,428	101.01%	$114,735,827	$82,127,498	71.58%
Other	$17,495,675	$11,320,890	64.71%	$14,182,620	$11,428,050	80.58%
Noncapitalized Outlay	$34,963	$1,901,094	5437.43%	$81,726	$70,088	85.76%
TOTAL	**$161,769,981**	**$131,122,756**	**81.06%**	**$214,468,137**	**$157,831,854**	**73.59%**
TOTAL OPERATING FUNDS						
Salaries	$55,446,810	$37,348,645	67.36%	$53,263,692	$36,621,672	68.76%
Benefits	$14,243,420	$10,204,441	71.64%	$13,530,811	$9,697,276	71.67%
Purchased Services	$11,838,840	$7,967,714	67.30%	$10,544,513	$9,287,935	88.08%
Supplies	$2,486,800	$1,420,879	57.14%	$2,950,664	$2,876,277	97.48%
Other	$4,129,404	$4,675,992	113.24%	$4,711,184	$4,779,960	101.46%
Cap/Noncap Outlay	$42,793	$136,058	317.94%	$87,487	$75,849	86.70%
TOTAL	**$88,188,067**	**$61,753,728**	**70.03%**	**$85,088,351**	**$63,338,969**	**74.44%**

Fund Balances as of: **4/30/2026**

	Educational	Operations	Debt Service	Transportation	IMRF	Capital	Working Cash	Total	Operating Total
BEGINNING BALANCE	$ 8,582,541	$ 2,042,686	$ 1,995,474	$ 752	$ 594,023	$ 98,719,663	$ 10,597,549	$ 122,532,688	$ 21,817,551
REVENUES	$ 38,944,563	$ 1,461,086	$ 4,548,085	$ 4,033,339	$ 851,053	$ 2,977,617	$ 252,775	$ 53,068,517	$ 45,542,815
EXPENDITURES	$ 52,551,316	$ 3,358,246	$ 6,730,397	$ 4,261,882	$ 1,582,284	$ 62,638,631	$ -	$ 131,122,756	$ 61,753,728
Other Sources / (Uses)	$ 12,857,120	$ 500,000		$ 900,000	$ 500,000	$ (4,857,120)	$ (9,900,000)	$ -	$ 4,857,120
ENDING BALANCE	$ 7,832,907	$ 645,526	$ (186,838)	$ 672,209	$ 362,792	$ 34,201,529	$ 950,324	$ 44,478,449	$ 10,463,759
REVENUES OVER EXPENDITURES	$ (749,634)	$ (1,397,160)	$ (2,182,312)	$ 671,457	$ (231,231)	$ (64,518,134)	$ (9,647,225)	$ (78,054,239)	$ (11,353,792)



DOWNERS GROVE SCHOOL DISTRICT #58

Investment Listing

April 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
Money Market							
PMA LIQ/MAX Account	Monthly	ED	$ 4,942,872.15	25.21%	3.57	N/A	N/A
		CR	14,660,294.11	74.79%			
			19,603,166.26	100.00%			
Hinsdale Bank & Trust	Monthly	MR	1,189,112.90	100.00%	3.84	N/A	N/A
Illinois Portfolio, IIIT Class	Monthly	ED	40,897.55	39.00%	3.65	N/A	N/A
		O&M	11,535.17	11.00%			
		SF	3,145.96	3.00%			
		IMRF	3,145.96	3.00%			
		FICA	2,097.36	2.00%			
		WC	44,043.49	42.00%			
			104,865.49	100.00%			
Fifth Third Securities	Monthly	ED	1,839,420.42	96.57%	3.53	N/A	N/A
		O&M	3,653.43	0.19%			
		SF	2,646.07	0.14%			
		DS	8,755.89	0.46%			
		IMRF	2,983.00	0.16%			
		CP	134.33	0.01%			
		WC	47,130.03	2.47%			
		LS	34.74	0.00%			
			1,904,757.91	100.00%			
Total Money Market			**22,801,902.56**				
Government Obligations							
US Treasury Notes	Semi-annual	ED	matured	100.00%	3.906	07/01/25	04/16/26
US Treasury Notes	Semi-annual	ED	matured	100.00%	3.630	11/07/25	04/30/26
Total Government Obligations			**0.00**				
Certificates of Deposit							
First Bank, NJ	Semi-annual	CR	matured	100.00%	4.027	05/16/25	04/30/26

DOWNERS GROVE SCHOOL DISTRICT #58

Investment Listing

April 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
NorthEast Community Bank, NY	Semi-annual	CR	matured	100.00%	4.017	05/16/25	04/30/26
West Texas State Bank, TX	Semi-annual	CR	matured	100.00%	4.050	05/16/25	04/30/26
First State Bank of DeQueen, AR	Semi-annual	CR	matured	100.00%	4.020	05/16/25	04/30/26
Western Alliance Bank, CA	Semi-annual	CR	matured	100.00%	4.018	05/16/25	04/30/26
GBank, NV	Semi-annual	CR	matured	100.00%	4.017	05/16/25	04/30/26
ServisFirst Bank, FL	Semi-annual	CR	matured	100.00%	4.025	05/16/25	04/30/26
CBIC Bank USA, MI	Semi-annual	ED	matured	100.00%	3.650	11/06/25	04/30/26
CIBM Bank, WI	Semi-annual	ED	matured	100.00%	3.648	11/06/25	04/30/26
Bank of China, NY	Semi-annual	ED	matured	100.00%	4.111	11/06/25	04/30/26
Cumberland Federal Bank, FSB, WI	Semi-annual	ED	matured	100.00%	3.653	11/06/25	04/30/26
First State Bank and Trust Company, Inc., MO	Semi-annual	ED	matured	100.00%	3.651	11/06/25	04/30/26
Customers Bank, NY	Semi-annual	ED	matured	100.00%	3.650	11/06/25	04/30/26
Schertz Bank & Trust, TX	Semi-annual	ED	matured	100.00%	3.650	11/06/25	04/30/26
DMB Community Bank, WI	Semi-annual	ED	matured	100.00%	3.650	11/06/25	04/30/26
Merrick Bank, UT	Semi-annual	ED	matured	100.00%	3.650	11/06/25	04/30/26
Mission National Bank, CA	Semi-annual	ED	matured	100.00%	3.652	11/06/25	04/30/26
MapleMark Bank, TX	Semi-annual	ED	matured	100.00%	3.650	11/06/25	04/30/26
American Pride Bank, GA	Semi-annual	ED	matured	100.00%	3.700	11/06/25	04/30/26
American Plus Bank NA, CA	Semi-annual	ED	matured	100.00%	3.650	11/06/25	04/30/26
b1BANK, LA	Semi-annual	CR	237,319.14	100.00%	3.980	05/22/25	05/21/26
Bank of America NA, NC	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26

DOWNERS GROVE SCHOOL DISTRICT #58

Investment Listing

April 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
Central Bank, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Chambers Bank, AR	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Chippewa Valley Bank, WI	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Citizens National Bank of Texas, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Coffee County Bank, TN	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
EagleBank, MD	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
First Citizens National Bank, TN	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
First Financial Bank, AR	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Frontier Bank of Texas, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
GenuBan, NV	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
HNB National Bank, MO	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
INB, IL	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Keystone Bank NA, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Oakstar Bank, MO	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Old National Bank, IN	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Peoples Bank, OH	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Pinnacle Bank, NE	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Pinnacle Bank, TN	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Providence Bank, NC	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
R Bank, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26

DOWNERS GROVE SCHOOL DISTRICT #58

Investment Listing

April 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
Security Bank, OK	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Southern Bank, MO	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Southwestern National Bank, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Sovereign Bank, OK	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
The First National Bank of Granbury, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
United Mississippi, MS	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Univest Bank and Trust Co., PA	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Wallis Bank, TX	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Washington Federal Bank, WA	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Waterford Bank NA, OH	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Waumandee State Bank, WI	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
Wilson Bank and Trust, TN	Semi-annual	CR	237,319.11	100.00%	3.980	05/22/25	05/21/26
River City Bank, CA	Semi-annual	CR	223,700.80	100.00%	3.980	05/22/25	05/21/26
D.L. Evans Bank, ID	Semi-annual	CR	122,818.02	100.00%	3.980	05/22/25	05/21/26
United Fidelity Bank FSB, IN	Semi-annual	CR	84,631.41	100.00%	3.980	05/22/25	05/21/26
Solera National Bank, CO	Semi-annual	CR	239,000.00	100.00%	4.007	05/16/25	06/30/26
Winchester Savings Bank, MA	Semi-annual	CR	239,200.00	100.00%	3.988	05/16/25	06/30/26
Baxter Credit Union, IL	Semi-annual	CR	239,200.00	100.00%	3.988	05/16/25	06/30/26
Cornerstone Bank, NE	Semi-annual	CR	238,900.00	100.00%	4.028	05/16/25	06/30/26
Hinsdale Bank & Trust Co. NA, IL	Semi-annual	CR	5,750,000.00	100.00%	3.950	05/16/25	07/31/26
Total Certificates of Deposit			**15,206,300.00**				

DOWNERS GROVE SCHOOL DISTRICT #58

Investment Listing

April 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
Total Investments			$ **38,008,202.56**				

Totals by fund

Ed	$	6,823,190.12
MR		1,189,112.90
O & M		15,188.60
SF		5,792.03
DS		8,755.89
Trans		0.00
IMRF		6,128.96
FICA		2,097.36
CP		134.33
CR		29,866,594.11
WC		91,173.52
LS		34.74
Total	$	**38,008,202.56**

DOWNERS GROVE SCHOOL DISTRICT #58
Treasurer's Report
For the Month Ended April 30, 2026

	Fund Balance 6/30/25	Revenue M-T-D	Revenue Y-T-D	Expenditures M-T-D	Expenditures Y-T-D	Fund Balance 4/30/26
Educational Fund	$6,061,045.03	$1,793,903.37	$44,802,877.81	$6,025,259.89	$53,227,736.29	($2,363,813.45)
Medical Insurance Reserve Fund	2,241,058.62	979,208.72	9,707,918.65	1,039,844.62	9,540,733.30	2,408,243.97
Operations & Maintenance Fund	1,373,650.09	16,311.42	1,473,792.54	340,674.24	3,389,130.56	(541,687.93)
Sinking Fund	657,295.70	9.42	2,994.22	-	-	660,289.92
Debt Service Fund	1,995,474.08	-	4,548,059.26	24,762.65	6,730,397.22	(186,863.88)
Transportation Fund	(1,099,248.00)	733,149.89	4,185,434.01	737,308.33	4,441,757.94	(1,355,571.93)
IMRF Fund	786,036.19	1,405.82	360,991.82	75,027.33	727,812.01	419,216.00
FICA/Medicare Fund	(192,013.60)	6.28	492,751.54	93,668.34	854,471.75	(553,733.81)
Capital Projects Fund	(200,617.22)	245,349.30	1,468,316.83	-	-	1,267,699.61
Capital Referendum Fund	98,920,280.28	105,165.96	1,509,299.93	1,630,125.34	70,148,629.84	30,280,950.37
Working Cash Fund	11,697,549.68	131.85	252,773.81	-	-	11,950,323.49
Life Safety Fund	8,629.05	-	37.99	-	-	8,667.04
	$122,249,139.90	$3,874,642.03	$68,805,248.41	$9,966,670.74	$149,060,668.91	$41,993,719.40

Cash and Investments			
General Checking			$2,963,853.90
Petty Cash			1,250.00
Imprest			1,606.78
Medical Insurance Account			981,971.14
Flexible Reserve Account			237,159.93
E-Pay Fee Account			10,562.13
Forte Student Fee Account			29,351.49
Investments:			
Money Market		22,801,902.56	
Government Obligations		-	
Certificates of Deposit		15,206,300.00	
Total Investments			38,008,202.56
Total Cash and Investments			42,233,957.93
Other Assets and Liabilities			
Payroll Prepaids (Liabilities)			(240,238.53)
Fund Balance			$41,993,719.40

DOWNERS GROVE SCHOOL DISTRICT #58
Cash and Investments by Fund
April 30, 2026

Cash and Investments per General Ledger:	Cash	Petty Cash	Imprest	Medical Insurance	Flexible Reserve	Illinois E-Pay Fees	Student Fees	Forte Student Fees	Investments	Total Cash & Investments	Payroll Liabilities/Prepaids	Other Assets/ Liabilities	Fund Balance
Educational Fund	($935,635.83)	$1,250.00	$16,333.48			($8,188.87)	($67,402.00)	$29,351.49	$6,823,190.12	$5,858,898.39	($222,711.84)	($8,000,000.00)	($2,363,813.45)
Medical Insurance Reserve Fund				$981,971.14	$237,159.93				1,189,112.90	2,408,243.97			2,408,243.97
Operations & Maintenance Fund	(38,410.74)		(939.10)						15,188.60	(24,161.24)	(17,526.69)	(500,000.00)	(541,687.93)
Sinking Fund	654,497.89								5,792.03	660,289.92			660,289.92
Debt Service Fund	(195,619.77)								8,755.89	(186,863.88)			(186,863.88)
Transportation Fund	562,225.45		(3,950.38)			18,751.00	67,402.00			644,428.07		(2,000,000.00)	(1,355,571.93)
IMRF Fund	913,087.04								6,128.96	919,216.00		(500,000.00)	419,216.00
FICA/Medicare Fund	(555,831.17)								2,097.36	(553,733.81)			(553,733.81)
Capital Projects Fund	1,277,402.50		(9,837.22)						134.33	1,267,699.61			1,267,699.61
Capital Referendum Fund	414,356.26								29,866,594.11	30,280,950.37			30,280,950.37
Working Cash Fund	859,149.97								91,173.52	950,323.49		11,000,000.00	11,950,323.49
Life Safety Fund	8,632.30								34.74	8,667.04			8,667.04
Reconciled Cash and Investments	$2,963,853.90	$1,250.00	$1,606.78	$981,971.14	$237,159.93	$10,562.13	-	$29,351.49	$38,008,202.56	$42,233,957.93	($240,238.53)	$0.00	$41,993,719.40

Prepared by: Terri Carby, CPA 5/5/26

Signed: Dr. Gregory Harris, Treasurer SD58

Document Status: Draft Update

BOARD OF EDUCATION

2:200 Types of Board of Education Meetings

General

For all meetings of the Board of Education and its committees, the Superintendent or designee shall satisfy all notice and posting requirements contained herein as well as in the Open Meetings Act. This shall include mailing meeting notifications to news media that have officially requested them and to others as approved by the Board. Unless otherwise specified, all meetings are held in the Downers Grove Village Hall. Board policy 2:220, *Board of Education Meeting Procedure*, governs meeting quorum requirements.

The Superintendent and Board Secretary are designated on behalf of the Board and each Board committee to receive the training on compliance with the Open Meetings Act that is required by Section 1.05(a) of that Act. The Superintendent may identify other employees to receive the training. In addition, each Board member must complete a course of training on the Open Meetings Act as required by Section 1.05(b) or (c) of that Act.

Regular Meetings

The Board announces the time and place for its regular meetings at the beginning of each fiscal year. The Superintendent shall prepare and make available the calendar of regular Board meetings. The regular meeting calendar may be changed with 10 days' notice in accordance with State law.

A meeting agenda shall be posted at the District's main office and the Board's meeting room, or other location where the meeting is to be held, at least 48 hours before the meeting.

Closed Meetings

The Board and Board committees may meet in a closed meeting to consider the following subjects:

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1).
2. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
3. The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or

ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).

4. Evidence or testimony presented in open hearing, or in closed hearing where specifically authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4).
5. Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to 105 ILCS 5/24-24, provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4.5).
6. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
7. The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6).
8. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
9. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
10. Student disciplinary cases. 5 ILCS 120/2(c)(9).
11. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
12. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).
13. The establishment of reserves or settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the public body or any intergovernmental risk management association or self insurance pool of which the public body is a member. 5 ILCS 120/2(c)(12).
14. Self evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. 5 ILCS 120/2(c)(16).
15. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
16. Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

The Board may hold a closed meeting, or close a portion of a meeting, by a majority vote of a quorum, taken at an open meeting. The vote of each Board member present, and the reason for the closed meeting, will be publicly disclosed at the time of the meeting and clearly stated in the motion and the meeting minutes.

A single motion calling for a series of closed meetings may be adopted when such meetings will involve the same particular matters and are scheduled to be held within three months of the vote.

No final Board action will be taken at a closed meeting.

Reconvened or Rescheduled Meetings

A meeting may be rescheduled or reconvened. Public notice of a rescheduled or reconvened meeting shall be given in the same manner as that for a special meeting, except that no public notice is required when the original meeting is open to the public and: (1) is to be reconvened within 24 hours, or (2) an announcement of the time and place of the reconvened meeting was made at the original meeting and there is no change in the agenda.

Special Meetings

Special meetings may be called by the President or by any three members of the Board by giving notice thereof, in writing, stating the time, place, and purpose of the meeting to remaining Board members by mail at least 48 hours before the meeting, or by personal service at least 24 hours before the meeting.

Public notice of a special meeting is given by posting a notice at the District's main office[Q1] at least 48 hours before the meeting and by notifying the news media that have filed a written request for notice. A meeting agenda shall accompany the notice.

All matters discussed by the Board at any special meeting must be related to a subject on the meeting agenda.

Emergency Meetings

Public notice of emergency meetings shall be given as soon as practical, but in any event, before the meeting to news media that have filed a written request for notice.

Posting on the District Website

In addition to the other notices specified in this policy, the Superintendent or designee shall post the following on the District website: (1) the annual schedule of regular meetings, which shall remain posted until the Board approves a new schedule of regular meetings; (2) a public notice of all Board meetings; and (3) the agenda for each meeting which shall remain posted until the meeting is concluded.

LEGAL REF.:

5 ILCS 120/, Open Meetings Act.

5 ILCS 140/, Freedom of Information Act.

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

CROSS REF.: 2:110 (Qualifications Term, and Duties of Board Officers), 2:120 (Board Member Development), 2:210 (Organizational Board of Education Meetings), 2:220 (Board of Education Meeting Procedure), 2:230 (Public Participation at Board of Education Meetings and Petitions to the Board), 6:235 (Access to Electronic Networks), 8:30 (Visitors to and Conduct on School Property)

Adopted: February 12, 2024

Questions and Answers:

***Required Question 1. Some attorneys find the Open Meetings Act's (OMA's) posting requirements for special meetings to be unclear and recommend that a board post notices and agendas of such meetings at the district's main office *and* at the location where the meeting is to be held. Consult the board attorney for guidance on this issue and ensure that posting practices align with this policy and administrative procedure 2:200-AP, *Types of School Board Meetings*. Posting at the meeting location promotes greater transparency.

Does the Board post notices and agendas for special meetings at the location where the meeting is to be held, in addition to posting at the district's main office? If yes, note that this policy may require posting in the same manner for reconvened and rescheduled meetings, in alignment with OMA.

- No (Default)
- Yes (IASB will revise this sentence after "the District's main office" to add "and the location where the meeting is to be held")

Document Status: Draft Update

BOARD OF EDUCATION

2:220 Board of Education Meeting Procedure

Agenda

The Board of Education President is responsible for focusing the Board meeting agendas on appropriate content. The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Any Board member may submit suggested agenda items to the Board President for his or her consideration for an upcoming meeting. District residents may suggest inclusions for the agenda.[Q1] The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of Board of Education Meetings*.

The Board President shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote[Q2] shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary. The minutes include:

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;
6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, 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;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion; and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

Every six months, or as soon after as is practicable, in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) determines which, if any, no longer require confidential treatment and are available for public inspection. This is also referred to as a *semi-annual review.* The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release, but it reports its determination in open session.

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every

closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained within the District's administrative offices or their official storage location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

Quorum and Participation by Audio or Video Means

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, (3) a family or other emergency, ~~or~~ (4) unexpected childcare obligations, or (5) performance of *active military duty* as a *service member*.[PRESSPlus1] If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

No Physical Presence of Quorum and Participation by Audio or Video; Disaster Declaration

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster declaration related to a public health emergency. The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President determines that an in-person meeting or a meeting conducted under the **Quorum and Participation by Audio or Video Means** subhead above, is not practical or prudent because of the disaster declaration; if neither the President nor Vice President are present or able to perform this determination, the Superintendent shall serve as the duly authorized designee for purposes of making this determination.

The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes, and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum.

Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use

the most recent edition of *Robert's Rules of Order Newly Revised*, as a guide when a question arises concerning procedure.

Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

LEGAL REF.:

5 ILCS 120/2a, 120/2.02, 120/2.05, 120/2.06, and 120/7, Open Meetings Act.

105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:150 (Committees), 2:200 (Types of School Board Meetings), 2:210 (Organizational Board of Education Meeting), 2:230 (Public Participation at Board of Education Meetings and Petitions to the Board)

Adopted: February 12, 2024

Questions and Answers:

***Required Question 1. The Board may restrict addition of discussion items suggested by District residents to the agenda to the beginning of a regular meeting and/or upon unanimous approval of those board members present.

Does the Board want to add restrictions regarding addition of discussion items suggested by District residents to the agenda?

- No (Default)
- Yes, restrict to the beginning of a regular meeting. (IASB will add the following sentence: Discussion items suggested by District residents may be added to the agenda at the beginning of a regular meeting.)
- Yes, restrict to upon unanimous approval of those board members present. (IASB will add the following sentence: Discussion items suggested by District residents may be added to the agenda upon unanimous approval of those Board members present.)
- Yes, restrict to the beginning of a regular meeting upon unanimous approval of those board members present. (IASB will add the following sentence: Discussion items suggested by District residents may be added to the agenda at the beginning of a regular meeting upon unanimous approval of those Board members present.)

***Required Question 2. Does the Board take a roll call vote on *all* action items?

- No (Default)

Yes (IASB will replace this paragraph with the following sentence: The Board shall take a roll call vote on all matters requiring its action, including but not limited to, all questions involving the expenditure of money and all questions involving the closing of a meeting to the public.)

PRESSPlus Comments

PRESSPlus 1. Updated in response to the Open Meetings Act (OMA), 5 ILCS 120/7(a), amended by P.A. 104-438. OMA borrows the definition for *active military duty* from the Service Member Employment and Reemployment Act, 330 ILCS 61/1-10. 5 ILCS 120/7(a), amended by P.A. 104-438. It means any full-time military service regardless of length or voluntariness, including, but not limited to, annual training, full-time National Guard Duty, and State active duty. 330 ILCS 61/1-10. *Service member* means a resident of Illinois who is a member of any component of the U.S. Armed Forces or the National Guard of any state, D.C., a commonwealth, or territory of the U.S. **Issue 121, March 2026**

Document Status: Draft Update

BOARD OF EDUCATION

2:250 Access to District Public Records

Full access to the District's *public records* is available to any person as provided in the Illinois Freedom of Information Act (FOIA), this policy, and implementing procedures. The Superintendent or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the District's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the District's response.

Freedom of Information Officer

The Superintendent shall appoint an employee, who may be himself or herself, to serve as the District's Freedom of Information Officer. That appointee assumes all the duties and powers of that office as provided in FOIA and this policy.

Definition

The District's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the School District. The District's public records do not include *junk mail*.PRESSPlus1

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the District's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. Email requests must include the entirety of the request within the body of the email and not as an attachment or hyperlink.PRESSPlus2 The Superintendent or designee shall instruct District employees to immediately forward any request for inspection and copying of a public record to the District's Freedom of Information Officer or designee.

Responding to Requests

The Freedom of Information Officer shall approve all requests for public records unless:

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; ~~or~~
3. Complying with the request would be unduly burdensome;~~.~~
4. The request would require the District to open electronically attached files or hyperlinks to view or access details of a request. In that case, the requester shall be notified within five business

days that the entirety of the electronic request must appear within the body of the electronic submission; or

5. The District has a reasonable belief that the request was not submitted by a person, and the requester fails to verify orally or in writing that they are a person within 30 days of the District's request for such verification.PRESSPlus3

Within five business days after receipt of a request for access to a public record, the Freedom of Information Officer shall comply with or deny the request, unless the time for response is extended as specified in Section 3 of FOIA. The Freedom of Information Officer may extend the time for a response for up to five business days from the original due date. If an extension is needed, the Freedom of Information Officer shall: (1) notify the person making the request of the reason for the extension, and (2) either inform the person of the date on which a response will be made, or agree with the person in writing on a compliance period.

The time periods are extended for responding to requests for records made for a *commercial purpose*, requests by a *recurrent requester*, or *voluminous requests*, as those terms are defined in Section 2 of FOIA. The time periods for responding to those requests are governed by Sections 3.1, 3.2, and 3.6 of FOIA.

When responding to a request for a record containing both exempt and non-exempt material, the Freedom of Information Officer shall redact exempt material from the record before complying with the request.

Fees

Persons making a request for copies of public records must pay any and all applicable fees. The Freedom of Information Officer shall establish a fee schedule that complies with FOIA and this policy and is subject to the Board's review. The fee schedule shall include copying fees and all other fees to the maximum extent they are permitted by FOIA, including without limitation, search and review fees for responding to a request for a *commercial purpose* and fees, costs, and personnel hours in connection with responding to a *voluminous request*.

Copying fees, except when fixed by statute, shall be reasonably calculated to reimburse the District's actual cost for reproducing and certifying public records and for the use, by any person, of its equipment to copy records. In no case shall the copying fees exceed the maximum fees permitted by FOIA. If the District's actual copying costs are equal to or greater than the maximum fees permitted by FOIA, the Freedom of Information Officer is authorized to use FOIA's maximum fees as the District's fees. No copying fees shall be charged for: (1) the first 50 pages of black and white, letter or legal sized copies, or (2) electronic copies other than the actual cost of the recording medium, except if the response is to a *voluminous request*, as defined in FOIA.

A fee reduction is available if the request qualifies under Section 6 of FOIA. The Freedom of Information Officer shall set the amount of the reduction taking into consideration the amount of material requested and the cost of copying it.

Provision of Copies and Access to Records

A public record that is the subject of an approved access request will be available for inspection or copying at the District's administrative office during regular business hours, unless other arrangements are made by the Freedom of Information Officer.

Many public records are immediately available from the District's website including, but not limited to, the process for requesting a public record. The Freedom of Information Officer shall direct a requester

to the District's website if a requested record is available there. If the requester is unable to reasonably access the record online, he or she may resubmit the request for the record, stating his or her inability to reasonably access the record online, and the District shall make the requested record available for inspection and copying as otherwise provided in this policy.

Preserving Public Records

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 Board of Education 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.

LEGAL REF.:

5 ILCS 140/, Illinois Freedom of Information Act.

50 ILCS 205/, Local Records Act.

105 ILCS 5/10-16 and 5/24A-7.1.

820 ILCS 40/11, Personnel Record Review Act.

820 ILCS 130/5, Prevailing Wage Act.

CROSS REF.: 2:140 (Communications To and From the Board), 5:150 (Personnel Records), 7:340 (Student Records)

Adopted: February 13, 2023

PRESSPlus Comments

PRESSPlus 1. Updated in response to the Freedom of Information Act (FOIA), 5 ILCS 140/2, amended by P.A 104-438. *Junk mail* means any unsolicited commercial mail or commercial electronic communication sent to a district and not responded to by a district. **Issue 121, March 2026**

PRESSPlus 2. Updated in response to FOIA, 5 ILCS 140/3(c), amended by P.A. 104-438. **Issue 121, March 2026**

PRESSPlus 3. Updated in response to FOIA, 5 ILCS 140/3(j), added by P.A. 104-438. **Issue 121, March 2026**

Document Status: Draft Update

BOARD OF EDUCATION

2:260 Uniform Grievance Procedure

A student, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy, or has a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 *et seq*.
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 *et seq*., excluding Title IX complaints governed by Board policy 2:265, *Title IX Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 *et seq*.
4. Discrimination and/or harassment on the basis of race, color, or national origin prohibited by the Illinois Human Rights Act, 775 ILCS 5/; Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d *et seq*.; and/or Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*. (see Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*)
5. Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*. (see also number 4, above, for discrimination and/or harassment on the basis of race, color, or national origin)
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*. (Title IX sexual harassment complaints are addressed under Board policy 2:265, *Title IX Grievance Procedure*)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/
12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act, 410 ILCS 513/; and Titles I and II of the Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff *et seq*.
16. Employee Credit Privacy Act, 820 ILCS 70/

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to this

grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parent(s)/guardian(s)); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same gender. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with a student's parents/guardians. The Complaint Manager shall assist the Complainant as needed.

For any complaint alleging bullying and/or cyberbullying of students, the Complaint Manager or designee shall process and review the complaint under Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

For any complaint alleging sex discrimination that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq*.), the Title IX Coordinator or designee shall process and review the complaint under Board policy 2:265, *Title IX Grievance Procedure*.

For any complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, in addition to any response required by this policy.

For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall process and review the complaint according to that policy, in addition to any response required by this policy, and shall consider whether an investigation under Board policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, should be initiated.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement,

(2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law, this policy, or any collective bargaining agreement, (2) as necessary to fully investigate the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years of age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days after the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Superintendent. The Complaint Manager may request an extension of time from the Superintendent.

The Superintendent will keep the Board informed of all complaints.

If a complaint contains allegations involving the Superintendent or Board member(s), the written report shall be filed directly with the Board, which will make a decision in accordance with paragraph four of the following section of this policy.

Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall provide his or her written decision to the Complainant and the accused as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Superintendent's decision, the Complainant or the accused may appeal the decision to the Board by making a written request to the Complaint Manager. The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Board.

Within 30 school business days after an appeal of the Superintendent's decision, the Board shall affirm, reverse, or amend the Superintendent's decision or direct the Superintendent to gather additional information. Within five school business days after the Board's decision, the Superintendent shall inform the Complainant and the accused of the Board's action.

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall provide its written decision to the Complainant and the accused, as well as to the Complaint Manager. This policy shall not be construed to create an independent right to a hearing before the Superintendent or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing a Nondiscrimination Coordinator, Title IX Coordinator, and Complaint Managers

The Superintendent shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others.

The Superintendent shall appoint a Title IX Coordinator to coordinate the District's efforts to comply with Title IX.

The Superintendent shall appoint at least one Complaint Manager to administer this policy. If possible, the Superintendent will appoint two Complaint Managers, each of a different gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

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

Nondiscrimination Coordinator	**Title IX Coordinator**
Justin Sisul	Justin Sisul
850 Curtiss St., Suite 200, Downers Grove, IL 60515	850 Curtiss St., Suite 200, Downers Grove, IL 60515
jsisul@dg58.org	jsisul@dg58.org
630-719-5807	630-719-5807
Complaint Manager	**Complaint Manager**
Justin Sisul	Elizabeth Ehrhart
850 Curtiss St., Suite 200, Downers Grove, IL 60515	850 Curtiss St., Suite 200, Downers Grove, IL 60515
jsisul@dg58.org	eehrhart@dg58.org
630-719-5807	630-719-5867

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

20 U.S.C. §1232g, Family Education Rights Privacy Act.

20 U.S.C. §1400, The Individuals with Disabilities Education Act.

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments; 34 C.F.R. Part 106.

29 U.S.C. §206(d), Equal Pay Act.

29 U.S.C. §621 *et seq.*, Age Discrimination in Employment Act.

29 U.S.C. §791 *et seq.*, Rehabilitation Act of 1973.

29 U.S.C. §2612, Family and Medical Leave Act.

42 U.S.C. §2000d *et seq.*, Title VI of the Civil Rights Act of 1964.

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964.

42 U.S.C. §2000ff *et seq.*, Genetic Information Nondiscrimination Act.

42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.

42 U.S.C. §12101 *et seq.*, Americans With Disabilities Act; 28 C.F.R. Part 35.

105 ILCS 5/2-3.8, 5/3-10, 5/10-20, 5/10-20.5, 5/10-20.7a, 5/10-20.60, 5/10-20.69, 5/10-20.75, 5/10-

22.5, 5/22-19, 5/22-95 ~~(final citation pending)~~, 5/22-110, 5/24-4, and 5/27-1~~, 5/27-23.7, and 45/1-15~~. PRESSPlus1

105 ILCS 45/, Education for Homeless Children Act.

5 ILCS 415/10(a)(2), Government Severance Pay Act.

5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.

410 ILCS 513/, Ill. Genetic Information Privacy Act.

740 ILCS 174/, Whistleblower Act.

740 ILCS 175/, Ill. False Claims Act.

775 ILCS 5/, Ill. Human Rights Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 112/, Equal Pay Act of 2003.

820 ILCS 180/, Victims' Economic Security and Safety Act; 56 Ill.Admin.Code Part 280.

23 Ill.Admin.Code §§1.240, 200.40, 226.50, and 226.570.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

Adopted: July 14, 2025

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-110, renumbered by P.A. 104-391, and for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

OPERATIONAL SERVICES

4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors

Child sexual abuse and grooming behaviors harm students, their parents/guardians, the District's environment, its school communities, and the community at large, while diminishing a student's ability to learn. The Board has a responsibility and obligation to increase awareness and knowledge of: (1) issues regarding child sexual abuse, (2) likely warning signs that a child may be a victim of sexual abuse, (3) ~~grooming~~ behaviors related to child sexual abuse and grooming, (4) how to report child sexual abuse, (5) appropriate relationships between District employees and students based upon State law, and (6) how to prevent child sexual abuse.

To address the Board's obligation to increase awareness and knowledge of these issues, prevent sexual abuse of children, and define prohibited grooming behaviors, the Superintendent or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program. The Program will:

1. Educate students with:
    a. An age-appropriate and evidence-informed health and safety education curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities, through policy 6:60, *Curriculum Content*;
    b. Information in policy 7:250, *Student Support Services*, about: (i) District counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse, and (ii) community-based Children's Advocacy Centers and sexual assault crisis centers and how to access those serving the District.
2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include:
    a. A definition of prohibited grooming behaviors and employee-student boundary violations pursuant to policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*;
    b. Evidence-informed content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; 5:90, *Abused and Neglected Child Reporting*; 5:100, *Staff Development Program*; and 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; and
    c. How to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.
3. Provide information to parents/guardians in student handbooks about the warning signs of child sexual abuse, grooming behaviors, and employee-student boundary violations with evidence-informed educational information that also includes:
    a. Assistance, referral, or resource information, including how to recognize grooming behaviors, appropriate relationships between District employees and students based upon policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of*

Interest, and how to prevent child sexual abuse from happening;

b. Methods for how to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations to authorities; and

c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.

4. ~~Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing.~~ PRESSPlus1

LEGAL REF.:

105 ILCS 5/10-23.13, 5/22-85.5, and 5/27-1015~~9.1a, and 5/27-13.2~~. PRESSPlus2

105 ILCS ~~110/3~~5/27-215, Critical Health Problems and Comprehensive Health Education Act.

325 ILCS 5/, Abused and Neglected Child Reporting Act.

720 ILCS 5/11-25, Criminal Code of 2012.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 7:20 (Harassment of Students Prohibited), 7:250 (Student Support Services)

Adopted: February 13, 2023

PRESSPlus Comments

PRESSPlus 1. Updated in response to the repeal of 105 ILCS 5/27-13.2, by P.A. 104-391. **Issue 121, March 2026**

PRESSPlus 2. The Legal References are updated in response to 105 ILCS 27/1015 and 27/215, both renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

General Personnel

5:30 Hiring Process and Criteria

The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with Board of Education policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. If the Superintendent's recommendation is rejected, the Superintendent must submit another. The Superintendent may select personnel on a short-term basis for a specific project or emergency condition before the Board's approval. No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a District application in order to be considered for employment.

Job Descriptions

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

Investigations

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, the Ill. State Police and/or Statewide Sex Offender Database for purposes of clarifying the information, and/or the Teachers' Retirement System of the State of Illinois when required by law. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant

for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.
6. The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

Sexual Misconduct Related Employment History Review (EHR)

Prior to hiring an applicant for a position involving *direct contact with children or students*, the Superintendent shall ensure that an EHR is performed as required by State law. When the applicant is a superintendent candidate, the Board President shall ensure that the EHR is initiated before a successful superintendent candidate is offered employment by the Board.

Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of ~~any~~ such examination.[PRESSPlus1]

Orientation Program

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.:

8 U.S.C. §1324a *et seq.*, Immigration Reform and Control Act.

15 U.S.C. §1681 *et seq.*, Fair Credit Reporting Act.

42 U.S.C. §12112, Americans with Disabilities Act; 29 C.F.R. Part 1630.

105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/10-22.34, 5/10-22.34b, 5/21B-10, 5/21B-80, 5/21B-85, 5/22-6.5, 5/22-94, and 5/24-5.

20 ILCS 2630/3.3, Criminal Identification Act.

820 ILCS 55/, Right to Privacy in the Workplace Act.

820 ILCS 70/, Employee Credit Privacy Act.

820 ILCS 112/, Equal Pay Act of 2003.

Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985), *aff'd in part and remanded* 115 Ill.2d 482 (Ill. 1987).

Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).

Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:220 (Substitute Teachers), 5:280 (Duties and Qualifications)

Adopted: February 12, 2024

PRESSPlus Comments

PRESSPlus 1. Consult the board attorney if a staff member requests more than one physical examination to obtain a second opinion. **Issue 121, March 2026**

Document Status: Draft Update

General Personnel

5:50 Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition

All District workplaces are drug- and alcohol-free workplaces.

An employee is *on call* when the District schedules the employee with at least 24 hours' notice to be on standby or otherwise responsible for performing employment-related tasks either at the District or another location previously designated by the District.[PRESSPlus1] All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being *on call* for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectible, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, 105 ILCS 5/22-33. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests specific articulable symptoms while working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position.

Upon the Superintendent or designee's reasonable suspicion of an employee's violation of any of the prohibited activities stated above, the Superintendent or designee may direct the employee to undergo a drug and/or alcohol test to corroborate or refute the alleged violation. State law protects the District from liability when it takes actions pursuant to a reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test.

For purposes of this policy a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premises* means workplace as defined in the Cannabis Regulation and Tax Act (CRTA) in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a Board of Education meeting,

school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of this Board policy respecting a drug- and alcohol-free workplace; and
2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:

    a. The dangers of drug abuse in the workplace,
    b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
    c. The penalties that the District may impose upon employees for violations of this policy.

6. Remind employees that policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

Tobacco has the meaning provided in 105 ILCS 5/10-20.5b.

Cannabis has the meaning provided in the CRTA, 410 ILCS 705/1-10.

E-Cigarette is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or

device.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of $5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in policy 2:240, *Board Policy Development*.

LEGAL REF.:

20 U.S.C. §7101 *et seq.*, Safe and Drug-Free School and Communities Act of 1994.

21 U.S.C. §812; 21 C.F.R. §1308.11-1308.15, Controlled Substances Act.

41 U.S.C. §8101 *et seq.*, Drug-Free Workplace Act of 1988.

42 U.S.C. §12114, Americans With Disabilities Act.

21 C.F.R. Parts 1100, 1140, and 1143.

30 ILCS 580/, Drug-Free Workplace Act.

105 ILCS 5/10-20.5b.

410 ILCS 82/, Smoke Free Illinois Act.

410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.

410 ILCS 705/1-1 *et seq.*, Cannabis Regulation and Tax Act.

720 ILCS 675, Prevention of Tobacco Use by Persons under 21 Years of Age and Sale and Distribution of Tobacco Products Act.

820 ILCS 55/, Right to Privacy in the Workplace Act.

23 Ill.Admin.Code §22.20.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 8:30 (Visitors to and Conduct on School Property)

Adopted: March 14, 2022

PRESSPlus Comments

PRESSPlus 1. Consult the board attorney regarding how the board wants to treat employees who may be considered on call, e.g., superintendents, principals, coaches, and/or maintenance workers, etc. **Issue 121, March 2026**

Document Status: Draft Update

Professional Personnel

5:250 Leaves of Absence

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave, Sabbatical Leave, Personal Leave, Child-Rearing Leave (Parental Leave), Association Leave, Public Office, Professional Conferences, Jury Duty

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

Staff members are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or Superintendent may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need of foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Family Bereavement Leave

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 *et seq.*) to take family bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Family Bereavement Leave Act. Eligible employees may use family bereavement leave, without any adverse employment action, for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of a covered family member, which includes an employee's child, stepchild, spouse,[PRESSPlus1] domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent (2) making arrangements necessitated by the death of the covered family member, (3) grieving the death of the covered family member, or (4) absence from work due to a Significant Event, which includes: (i) miscarriage, (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure, (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party, (iv) a failed surrogacy agreement, (v) a diagnosis that negatively impacts pregnancy or fertility, or (vi) a still birth. An employee qualifying for leave due to a Significant Event will not be required to identify which specific reason applies to the employee's request.

The leave must be completed within 60 days after the date on which the employee received notice of the death of the covered family member or the date on which an event under item (4) above occurs. However, in the event of the death of more than one covered family member in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Family Bereavement Leave Act. This policy does not create any right for an employee to take family bereavement leave that is inconsistent with the Family Bereavement Leave Act.

Child Extended Bereavement Leave

Unpaid leave from work is available to employees who experience the loss of a child by suicide or homicide. The Child Extended Bereavement Leave Act governs the duration, scheduling, continuity of benefits, and all other terms of the leave. Accordingly, an employee is entitled to a total of 12 weeks of unpaid leave within one year after the employee notifies the District of the loss. An employee may elect to substitute other forms of leave to which the employee is entitled for the leave provided under the Child Extended Bereavement Leave Act.

Leave of Absence Without Pay

The Board may grant a leave of absence without pay to tenured professional staff members who have rendered satisfactory service and desire to return to employment in a similar capacity at a time determined by the Board.

Each leave of absence shall be of the shortest possible duration required to meet the leave's purpose consistent with a reasonable continuity of instruction for students.

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same Election Day.

Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than

four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, gender violence, or any other crime of violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance, and to grieve and attend to matters necessitated by the death of a family or household member who is killed in a crime of violence, without suffering adverse employment action.

The Victims' Economic Security and Safety Act (VESSA) governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 employees, and subject to any exceptions in VESSA, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601 *et seq*.).

Leaves to Serve as an Officer, Trustee, or Representative of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) up to twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with 105 ILCS 5/24-6.3, (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District, or his or her designee, to attend meetings, workshops, or seminars as described in 105 ILCS 5/24-6.2, and (4) up to 10 days of paid leave per school term for teachers elected to represent a statewide teacher association in federal advocacy work in accordance with 105 ILCS 5/24-3.5.

COVID-19 Paid Administrative Leave

When applicable, paid administrative leave related to COVID-19 will be granted to eligible employees in accordance with State law.

Family Neonatal Intensive Care Leave[PRESSPlus2]

An unpaid leave from work is available to any staff member whose child[PRESSPlus3] is a patient in a neonatal intensive care unit (NICU) in accordance with the requirements of the Family Neonatal Intensive Care Leave Act. If the District employs at least 51 employees, an employee is entitled to a total of 20 days of unpaid leave while a child of the employee is a patient in a NICU. [Q1] The District may require reasonable verification of the employee's child's length of stay in a NICU.[PRESSPlus4]

LEGAL REF.:

105 ILCS 5/10-20.83, 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147/, School Visitation Rights Act.

820 ILCS 154/, Family Bereavement Leave Act.

820 ILCS 156/, Child Extended Bereavement Leave Act.

820 ILCS 157/, Family Neonatal Intensive Care Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

Adopted: February 12, 2024

Questions and Answers:

***Required Question 1. A district that employs 50 or fewer employees may substitute the following sentence: “If the District employs at least 16 but not more than 50 employees, an employee is entitled to a total 10 days of unpaid leave while a child of the employee is a patient in a NICU.” 820 ILCS 157/10, added by P.A. 104-259, eff. 6-1-26. A district that employs 15 or fewer employees is not subject to the requirements of 820 ILCS 157/. If the district employs 15 or fewer employees, it may choose to delete this subhead.

How many employees are employed by the district, including part-time workers?

- ○ 51 or more full- or part-time employees. (Default)
- ○ 50 or fewer full- or part-time employees. (IASB will substitute the following sentence: "If the District employs at least 16 but not more than 50 employees, an employee is entitled to a total 10 days of unpaid leave while a child of the employee is a patient in a NICU.”)

PRESSPlus Comments

PRESSPlus 1. Updated for continuous improvement. A covered family member includes a spouse under 105 ILCS 154/5. **Issue 121, March 2026**

PRESSPlus 2. Updated in response to 820 ILCS 157/, added by P.A. 104-259, eff. 6-1-26. This leave is separate from FMLA leave, and an employer must allow the employee to take the leave in addition to FMLA leave. The term *employee* includes part-time workers. **Issue 121, March 2026**

PRESSPlus 3. *Child* means an employee's son or daughter who is a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis. **Issue 121, March**

PRESSPlus 4. An employer may not request confidential information protected by the Health Insurance Portability and Accountability Act or other law when asking for reasonable verification. Consult the board attorney for guidance on acceptable forms of verification. **Issue 121, March 2026**

Document Status: Draft Update

Educational Support Personnel

5:330 Sick Days, Vacation, Holidays, and Leaves

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick Leave

Full time and part-time educational support personnel who work five (5) days per week and at least 600 hours per year will receive 15 paid sick leave days per year. Part-time employees who work five (5) days per week will receive sick leave pay equivalent to their regular workday. Part-time employees who work fewer than five (5) days per week will receive sick leave days on a pro-rata basis in relation to the number of days worked during a five (5) day week. Unused sick leave shall accumulate to a maximum of 260 days for 12-month employees and 180 days for 10-month employees, including the leave of the current year. This policy is the District's written plan allowing eligible employees to convert eligible accumulated sick leave to service credit upon a District employee's retirement under the Ill. Municipal Retirement Fund.

Sick leave is defined in State law as personal illness, mental or behavioral complications, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. Immediate family or household shall include spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, children-in-law, stepchildren, ward, and legal guardians. The Superintendent or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a mental health professional licensed in Illinois providing ongoing care or treatment to the staff member, (3) a chiropractic physician licensed under the Medical Practice Act, (4) a licensed advanced practice registered nurse, (5) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (6) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

Employees are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or the Superintendent may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care,

paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need to foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Bereavement Leave

In case of death in the non-probationary employee's immediate family, a maximum of four (4) days absence shall be allowed at full pay. Any time required beyond four (4) days shall be assessed against the accumulated sick leave. Immediate family or household shall include spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, children-in-law, stepchildren, ward, and legal guardians.

For the purpose of attending the funeral of any other non-immediate family, a non-probationary employee shall be allowed a maximum absence of two (2) days without loss of salary. The non-immediate family shall be defined as grandparents-in-law, guardians of the employee's spouse, step grandchildren, uncles, aunts, nieces, nephews, and cousins of the first degree. Friends are not considered to be immediate or non-immediate family. Time off without pay or personal leave will be allowed for this purpose.

Personal Leave

Full-time educational support personnel will be granted one (1) paid personal leave day per year for the first three years of service in the District, cumulative to three (3) days. Thereafter, full-time educational support personnel will be granted two (2) paid personal leave days per year, cumulative to four (4) days.

The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the immediate supervisor/administrator three days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last five days of the school year, unless the Superintendent grants prior approval.
3. Personal leave may be used in quarter day increments (quarter, half, three-quarters, full day).
4. Personal leave is subject to any necessary replacement's availability.
5. Personal leave may not be used when the employee's absence would create an undue hardship.

Holidays

Employees will not be required to work on legal school holidays, as indicated on the employee's individual work calendar, which is established annually by the Superintendent or designee.

A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Vacation

Full time twelve-month employees who work a minimum of 225 days per school year shall be eligible for paid vacation days according to the schedule in the applicable collective bargaining agreement,

employee handbook or individual contract.

Days earned/accrued during the work year will be allocated on July 1 of the new work year. The Superintendent or designee will determine the procedure for requesting vacation.

Beginning July 1, 2021, vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

Leave to Serve as a Trustee of the Ill. Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with State law.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence*:

1. Leave for Service in the Military.
2. Leave for Service in the General Assembly.
3. School Visitation Leave.
4. Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence.
5. Family Bereavement Leave.
6. Child Extended Bereavement Leave.
7. Leave to serve as an election judge.
8. COVID-19 Paid Administrative Leave.
9. Family Neonatal Intensive Care Leave.[PRESSPlus1]

LEGAL REF.:

105 ILCS 5/10-20.7b, 5/10-20.83, 5/24-2, 5/24-6, and 5/24-6.3.

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147, School Visitation Rights Act.

820 ILCS 154/, Family Bereavement Leave Act.

820 ILCS 156/, Child Extended Bereavement Leave Act.

820 ILCS 157/, Family Neonatal Intensive Care Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); *Elder v. Sch. Dist. No.127 1/2*, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

Adopted: February 12, 2024

PRESSPlus Comments

PRESSPlus 1. Updated in response to 820 ILCS 157/, added by P.A. 104-259, eff. 6-1-26. See policy 5:250, *Leaves of Absence*, for important information about this leave. **Issue 121, March 2026**

Document Status: Draft Update

INSTRUCTION

6:65 Student Social and Emotional Development

Social and ~~e~~Emotional ~~L~~Learning[PRESSPlus1] (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

The Superintendent shall incorporate SEL into the District's curriculum and other educational programs consistent with the District's mission and the goals and benchmarks of the Ill. Learning Standards. The Ill. Learning Standards include three goals for students:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social- awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

The incorporation of SEL objectives into the District's curriculum and other educational programs may include but is not limited to:

1. Classroom and school-wide programming to foster a safe, supportive learning environment where students feel respected and valued. This may include incorporating scientifically based, age- and- culturally appropriate classroom instruction, and District-wide, and school-wide strategies that teach SEL skills, promote optimal mental health, and prevent risk behaviors for all students.
2. Ongoing ~~S~~staff professional development and ~~training~~support to promote students' SEL development. ~~This may include providing all personnel with age-appropriate academic and SEL and how to promote it.~~
3. Parent/Guardian and family involvement to promote students' SEL development. This may include providing parents/guardians and families with learning opportunities related to the importance of their children's optimal SEL development and ways to enhance it.
4. Community partnerships to promote students' SEL development. This may include establishing partnerships with diverse community agencies and organizations to assure a coordinated approach to addressing children's mental health and SEL development.
5. Early identification and intervention to enhance students' school readiness, academic success, and use of good citizenship skills. This may include development of a system and procedures for periodic and universal screening, assessment, and early intervention for students who have significant risk factors for social, emotional, or mental health conditions that impact learning.
6. Treatment to prevent or minimize mental health conditions in students. This may include building and strengthening referral and follow-up procedures for providing effective clinical services for students with social, emotional, and mental health conditions that impact learning. This may include student and family support services, school-based behavioral health services, and school-community linked services and supports.

7. Assessment and accountability for teaching SEL skills to all students. This may include implementation of a process to assess and report baseline information and ongoing progress about school climate, students' social and emotional development, and academic performance.

LEGAL REF.:

~~Children's Mental Health Act,~~ 405 ILCS 49/, Children's Mental Health Act.

CROSS REF.: 1:30 (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

Adopted: February 13, 2023

PRESSPlus Comments

PRESSPlus 1. Updated throughout for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

INSTRUCTION

6:100 Using Animals in the Educational Program

Animals may be brought into school facilities for educational purposes according to procedures developed by the Superintendent assuring: (a) the animal is appropriately housed, humanely cared for, and properly handled, and (b) students will not be exposed to a dangerous animal or an unhealthy environment.

Animal Experiments

Experiments on living animals are prohibited; however, behavior studies that do not impair an animal's health or safety are permissible.

Animal Dissection

The dissection of dead animals or parts of dead animals shall be allowed in the classroom only when the dissection exercise contributes to or is a part of an illustration of pertinent study materials. All dissection of animals shall be confined to the classroom and must comply with the School Code.

Students who object to performing, participating in, or observing the dissection of animals are excused from classroom attendance without penalty during times when such activities are taking place. No student will be penalized or disciplined for refusing to perform, participate in, or observe a dissection. The Superintendent or designee shall inform students of: (1) their right to refrain from performing, participating in, or observing dissection, and (2) which courses contain a dissection unit and which of those courses offers an alternative project.

LEGAL REF.:

105 ILCS 5/2-3.122 and~~,~~ 5/27-265~~14, and 112/~~. PRESSPlus1

105 ILCS 5/112, Dissection Alternatives Act.

CROSS REF.: 6:40 (Curriculum Development)

Adopted: October 13, 2021

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-265, renumbered by P.A. 104-391, and for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

INSTRUCTION

6:145 Migrant Students

The Superintendent will develop and implement a program to address the needs of migrant children in the District in accordance with federal law.

This program will:

1. Identify migrant students and assess their educational and related health and social needs.
2. Provide a full range of services to migrant students through appropriate local, State and federal educational programs, including applicable Title I programs, special education, gifted education, vocational education, language programs, counseling programs, and elective classes.
3. Provide migrant ~~children~~students[PRESSPlus1] with full and appropriate opportunities to meet the same challenging State academic standards that all children are expected to meet.
4. Provide, to the extent feasible:
    a. Advocacy and outreach programs to migrant children and their families, including helping such children and families gain access to other education, health, nutrition, and social services,
    b. Professional development programs, including mentoring, for District staff,
    c. Family literacy programs, and
    d. The integration of information technology into educational and related programs.
    e. P~~rovide p~~rograms, activities, and procedures for the engagement of parents/guardians and family members of migrant students in an understandable format and language.

Migrant Education Program for Parent/Guardian and Family Member Engagement

Parents/guardians and family members of migrant students will be involved in and regularly consulted about the development, implementation, operation, and evaluation of the migrant program.

Parents/guardians and family members of migrant students will receive instruction regarding their role in improving the academic achievement of their children.

LEGAL REF.:

20 U.S.C. §6318.

20 U.S.C. §6391 *et seq.*, Education of Migratory Children.

34 C.F.R. §200.81 *et seq.*

CROSS REF.: 6:170 (Title I Programs)

Adopted: October 13, 2021

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 121, March 2026**

Document Status: Draft Update

INSTRUCTION

6:170 Title I Programs

The Superintendent or designee shall pursue funding under Title I, Improving the Academic Achievement of the Disadvantaged, of the Elementary and Secondary Education Act, to supplement instructional services and activities in order to improve the educational opportunities of educationally disadvantaged or deprived children.

All District schools, regardless of whether they receive Title I funds, shall provide services that, taken as a whole, are substantially comparable. Teachers, administrators, and other staff shall be assigned to schools in a manner that ensures equivalency among the District's schools. Curriculum materials and instructional supplies shall be provided in a manner that ensures equivalency among the District's schools.

Title I Parent and Family Engagement

The District maintains programs, activities, and procedures for the engagement of parents/guardians and families of students receiving services, or enrolled in programs, under Title I. These programs, activities, and procedures are described in District-level and School-level ~~compacts~~plans.PRESSPlus1

District-Level Parent and Family Engagement Plan~~Compact~~

The Superintendent or designee shall develop a District-Level Parent and Family Engagement Plan~~Compact~~ (District Plan) according to Title I requirements. This~~e~~ District Plan~~-Level Parent and Family Engagement Compact~~ shall contain: (1) the District's expectations for parent and family engagement, (2) specific strategies for effective parent and family engagement activities to improve student academic achievement and school performance, and (3) other provisions as required by federal law. The Superintendent or designee shall ensure that the District Plan~~Compact~~ is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

School-Level Parent and Family Engagement Plan~~Compact~~

Each Building Principal or designee shall develop a School-Level Parent and Family Engagement Plan~~Compact~~ (School Plan) according to Title I requirements. This School Plan~~-Level Parent and Family Engagement Compact~~ shall contain: (1) a process for continually involving parents/guardians in its development and implementation, (2) how parents/guardians, the entire school staff, and students share the responsibility for improved student academic achievement, (3) the means by which the school and parents/guardians build and develop a partnership to help children achieve the State's high standards, and (4) other provisions as required by federal law. Each Building Principal or designee shall ensure that the School Plan~~Compact~~ is distributed to parents/guardians of students receiving services, or enrolled in programs, under Title I.

Incorporated
by Reference: 6:170-AP1, E1 (District-Level Parent and Family Engagement Plan~~Compact~~) and

6:170-AP1, E2 (School-Level Parent and Family Engagement Plan~~Compact~~)

LEGAL REF.:

~~Title I of the Elementary and Secondary Education Act,~~ 20 U.S.C. §§6301-6514, Title I of the Elementary and Secondary Education Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:110 (Transportation), 5:190 (Teacher Qualifications), 5:280 (Duties and Qualifications), 6:15 (School Accountability), 6:140 (Education of Homeless Children), 6:145 (Migrant Students), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment), 7:60 (Residence), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 8:95 (Parental Involvement)

Adopted: October 13, 2021

PRESSPlus Comments

PRESSPlus 1. To comply with the Elementary and Secondary Education Act (ESEA), a board must incorporate by reference the district's exhibits 6:170-AP1, E1, *District-Level Parent and Family Engagement Plan*, and 6:170-AP1, E2, *School-Level Parent and Family Engagement Plan*. These exhibits, which
have both been renamed to more closely align with federal statutes and guidance and terminology used by ISBE, contain all legally required components and are compatible with sample templates contained in the U.S. Dept. of Education's non-regulatory guidance titled Parent and Family Engagement (2025), at: www.ed.gov/media/document/parent-and-family-engagement-guidance-2025-109202.pdf.

Districts receiving a Title I, Part A allocation that are required to submit proof of parent and family engagement (PFE) compliance to the Ill. State Board of Education (ISBE) as part of their FY 2027 Consolidated District Plan (CDP) will need to submit this adopted policy and both exhibits 6:170-AP1, E1 and 6:170-AP1, E2. **Please note that the plans must be customized to reflect the district's actual Title I parent and family engagement activities.** At the end of March, ISBE will offer a recorded webinar on CDPs that will include additional information on Title I requirements. **Issue 121, March 2026**

Document Status: Draft Update

STUDENTS

7:20 Harassment of Students Prohibited

No person, including a ~~School~~ District employee, agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See Board policies 2:265, *Title IX Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

Making a Report or Complaint

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

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Grievance Procedure.* The Nondiscrimination Coordinator, Title IX Coordinator, and/or Complaint Manager or designee shall process and review the report according to the appropriate grievance procedure.

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

Nondiscrimination Coordinator

Justin Sisul
850 Curtiss St., Suite 200, Downers Grove, IL 60515

Title IX Coordinator

Justin Sisul
850 Curtiss St., Suite 200, Downers Grove, IL 60515

jsisul@dg58.org
630-719-5807

Complaint Manager

Justin Sisul
850 Curtiss St., Suite 200, Downers Grove, IL 60515
jsisul@dg58.org
630-719-5807

jsisul@dg58.org
630-719-5807

Complaint Manager

Elizabeth Ehrhart
850 Curtiss St., Suite 200, Downers Grove, IL 60515
eehrhart@dg58.org
630-719-5867

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

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

Investigation Process

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

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

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), the Title IX Coordinator or designee shall consider whether action under Board policy 2:265, *Title IX Grievance Procedure,* should be initiated.

For any report or complaint alleging harassment on the basis of race, color, or national origin, the Nondiscrimination Coordinator or a Complaint Manager or designee shall investigate under Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

For any other alleged student harassment that does not require action under Board policies 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited,* the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

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

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or

not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, *Title IX Grievance Procedure*, or Board policy 2:260, *Uniform Grievance Procedure*.

Enforcement

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

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited (see Board policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance* Procedure, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*).

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

LEGAL REF.:

20 U.S.C. §1681 *et seq*., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

29 U.S.C. §791 *et seq*., Rehabilitation Act of 1973; 34 C.F.R. Part 104.

42 U.S.C. §2000d, Title VI of the Civil Rights Act of 1964; 34 C.F.R. Part 100.

105 ILCS 5/10-20.12, 5/10-22.5, 5/10-23.13, 5/22-110, 5/26A, and 5/27-1~~, and 5/27-23.7~~. PRESSPlus1

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

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

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).

Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace

Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:255 (Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence)

Adopted: July 14, 2025

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-110, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

STUDENTS

7:50 School Admissions and Student Transfers To and From Non-District Schools

Age

To be eligible for admission, a child must be five years old on or before September 1 of that school term. A child entering first grade must be six years of age on or before September 1 of that school term. Based upon an assessment of a child's readiness to attend school, the District may permit him or her to attend school prior to these dates. A child will also be allowed to attend first grade based upon an assessment of his or her readiness if he or she attended a non-public preschool, continued his or her education at that school through kindergarten, was taught in kindergarten by an appropriately licensed teacher, and will be six years old on or before December 31. A child with exceptional needs who qualifies for special education services is eligible for admission at three years of age. Early entrance to kindergarten or first grade may also be available through Board policy 6:135, *Accelerated Placement Program*.

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Superintendent or designee shall immediately notify the local law enforcement agency, and shall also notify the person enrolling the student in writing that, unless he or she complies within ten days, the case will be referred to the local law enforcement authority for investigation. If compliance is not obtained within that ten-day period, the Superintendent or designee shall so refer the case. The Superintendent or designee shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U.S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade

level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Foster Care Students

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services (DCFS) when enrolling in or changing schools. The District's liaison ensures that DCFS' Office of Education and Transition Services receives all written notices and records pertaining to students in the legal custody of DCFS as required by State law.

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District.

LEGAL REF.:

8 U.S.C. §1101 *et seq*., Illegal Immigrant and Immigrant Responsibility Act of 1996.

20 U.S.C. §1232g, Family Educational Rights and Privacy Act.

20 U.S.C. §1400 *et seq*., Individuals With Disabilities Education Improvement Act.

29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.

42 U.S.C. §11431 *et seq*., McKinney-Vento Homeless Assistance Act.

105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-20.59, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/22-105, 5/26-1, and 5/26-2~~, and 5/27-8.1~~.PRESSPlus1

105 ILCS 10/8.1, Ill. School Student Records Act.

105 ILCS 45/, Education for Homeless Children Act.

105 ILCS 70/, Educational Opportunity for Military Children Act.

325 ILCS 50/, Missing Children Records Act.

325 ILCS 55/, Missing Children Registration Law.

410 ILCS 315/2, Communicable Disease Prevention Act.

20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School Registration.

23 Ill.Admin.Code Part 226, Special Education.

23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:340 (Student Records)

Adopted: February 12, 2024

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-105, titled *Health examinations and immunizations* (formerly 105 ILCS 5/27-8.1), renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

STUDENTS

7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

Required Health Examinations and Immunizations

A student's parents/guardians shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering kindergarten or the first grade;
2. Entering the sixth grade; and
3. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).

Proof of immunization against meningococcal disease is required for students in grade 6.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was *risk-assessed* or screened for lead poisoning.
5. The IDPH will provide all students entering sixth grade and their parents/guardians information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine.
6. The District will provide informational materials regarding influenza and influenza vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and immunization regulations. If a medical reason prevents a student from receiving a required

immunization by October 15, the student must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice registered nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

Parents/guardians are encouraged to have their children undergo an eye examination whenever health examinations are required.

Parents/guardians of students entering kindergarten or an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of kindergarten or the school. A physician licensed to practice medicine in all of its branches, or a licensed optometrist, must perform the required eye examination.

The Superintendent or designee shall ensure that parents/guardians are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination

All children in kindergarten and the second and sixth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

The Superintendent or designee shall ensure that parents/guardians are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parents/guardians present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parents/guardians of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease,* and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced practice registered nurse, or physician assistant provides written verification.
3. Eye examination requirement, if the student's parents/guardians show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parents/guardians show an undue burden or a lack of access to a dentist.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce immunization and health records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.:

42 U.S.C. §11431 *et seq*., McKinney-Vento Homeless Assistance Act.

105 ILCS 5/~~27-8.1~~22-105. ~~and~~[PRESSPlus1]

105 ILCS 45/1-20, Education for Homeless Children Act.

410 ILCS 45/7.1, Lead Poisoning Prevention Act.

410 ILCS 315/2e, Communicable Disease Prevention Act.

23 Ill.Admin.Code §1.530.

77 Ill. Admin.Code Part 664, Socio-Emotional and Developmental Screening.

77 Ill.Admin.Code Part 665, Child and Student Health Examination and Immunization.

77 Ill.Admin.Code Part 690, Control of Notifiable Diseases and Conditions Code.

CROSS REF.: 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:280 (Communicable and Chronic Infectious Disease)

Adopted: January 13, 2025

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/22-105, titled *Health examinations and immunizations* (formerly 105 ILCS 5/27-8.1), renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

STUDENTS

7:185 Teen Dating Violence Prohibited

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

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

1. Fully implements and enforces each of the following Board policies:

    a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.

    b. 2:265, *Title IX Grievance Procedure*. This policy prohibits a District employee, agent, or student from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.

    c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person, including a District employee, agent, or student, from harassing intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).

    d. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.

2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:

    a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.

    b. The Nondiscrimination Coordinator, Building Principal, Assistant Building Principal or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.

3. Incorporates age-appropriate instruction in grades 7 and 8, in accordance with the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*. This

includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.

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

Incorporated
by Reference: 7:180-AP1, (Prevention, Identification, Investigation, and Response to Bullying)

LEGAL REF.:

105 ILCS 5/27-240~~110/3.10~~. PRESSPlus1

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 5:100 (Staff Development Program), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Adopted: July 14, 2025

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-240, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

STUDENTS

7:240 Conduct Code for Participants in Extracurricular Activities

The Superintendent or designee, using input from coaches and sponsors of extracurricular activities, shall develop a conduct code for all participants in extracurricular activities consistent with Board of Education policy. The conduct code shall: (1) require participants in extracurricular activities to conduct themselves as good citizens and exemplars of their school at all times, including after school, on days when school is not in session, and whether on or off school property; (2) emphasize that hazing and bullying activities are strictly prohibited; and (3) notify participants that failure to abide by it could result in discipline, up to and including removal from the activity. Participants who violate the conduct code will be allowed to give an explanation before being progressively disciplined. The conduct code shall be reviewed by the Building Principal periodically at his or her discretion and presented to the Board.

Participants in extracurricular activities must abide by the conduct code for the activity and Board policy 7:190, *Student Behavior*. All coaches and sponsors of extracurricular activities shall annually review the conduct code with participants and provide participants with a copy. In addition, coaches and sponsors of interscholastic athletic programs shall provide instruction on steroid abuse prevention to students in grades 7 and 8 participating in these programs.

LEGAL REF.:

Mahanoy Area Sch. Dist. v. B.L., ~~141 S.Ct. 2038~~594 U.S. 180 (2021).PRESSPlus1

Bd. of Educ. of Independent Sch. Dist. No. 92 v. Earls, 536 U.S. 822 (2002).

Vernonia Sch. Dist. 475 v. Acton, 515 U.S. 646 (1995).

Clements v. Bd. of Educ. of Decatur, 133 Ill.App.3d 531 (4th Dist. 1985).

Kevin Jordan v. O'Fallon THSD 203, 302 Ill.App.3d 1070 (5th Dist. 1999).

Todd v. Rush County Schs., 133 F.3d 984 (7th Cir. 1998).

105 ILCS 5/24-24~~,~~ and 5/27-255(d)~~23.3, and 25/2~~.

CROSS REF.: 5:280 (Duties and Qualifications), 6:190 (Extracurricular and Co-Curricular Activities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:300 (Extracurricular Athletics)

Adopted: March 14, 2022

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-255(d), renumbered

by P.A. 104-391, and for continuous improvement. **Issue 121, March 2026**

Document Status: Draft Update

STUDENTS

7:260 Exemption from Physical Education

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request. Upon written notice from a student's parent/guardian, a student will be excused from engaging in the physical activity components of physical education during a period of religious fasting.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the School District.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 3-8, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Superintendent or designee.

A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

Students in grades 7 and 8 may submit a written request to the Building Principal to be excused from physical education courses because of his or her ongoing participation in an interscholastic or extracurricular athletic program. The Building Principal will evaluate requests on a case-by-case basis.

The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The time of year when the student's participation ceases; and
2. The student's class schedule.

LEGAL REF.:

105 ILCS 5/27-7106.[PRESSPlus1]

225 ILCS 60/, Medical Practice Act.

23 Ill.Admin.Code §1.420(p) and §1.425(d), (e).

CROSS REF.: 6:60 (Curriculum Content)

Adopted: March 14, 2022

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated in response to 105 ILCS 5/27-710, renumbered by P.A. 104-391. **Issue 121, March 2026**

Document Status: Draft Update

STUDENTS

7:300 Extracurricular Athletics

Student participation in school-sponsored extracurricular athletic activities is contingent upon the following:

1. The student must meet the academic criteria set forth in Board policy 6:190, *Extracurricular and Co-Curricular Activities*.
2. A parent/guardian of the student must provide written permission for the student's participation, giving the District full waiver of responsibility of the risks involved.
3. The student must present a current certificate of physical fitness issued by a licensed physician, an advanced practice registered nurse, or a physician assistant. The ***Pre-Participation Physical Examination Form***, offered by the Illinois High School Association and the Illinois Elementary School Association, is the preferred certificate of physical fitness.
4. The student must show proof of accident insurance coverage either by an insurance PRESSPlus1 policy purchased through the District-approved insurance plan or a parent/guardian written statement that the student is covered under a family insurance ~~plan~~policy.
5. The student must agree to follow all conduct rules and the coaches' instructions.
6. The student and his or her parent(s)/guardian(s) must: (a) comply with the eligibility rules of, and complete any forms required by, any sponsoring association (such as, the Illinois Elementary School Association, the Illinois High School Association, or the Southern Illinois Junior High School Athletic Association), and (b) complete all forms required by the District including, without limitation, signing an acknowledgment of receiving information about ~~the~~ Board~~'s concussion~~ policy 7:305, *Student Athlete Concussions and Head Injuries*.

The Superintendent or designee (1) is authorized to impose additional requirements for a student to participate in extracurricular athletics, provided the requirement(s) comply with Board policy 7:10, *Equal Educational Opportunities*, and (2) shall maintain the necessary records to ensure student compliance with this policy.

LEGAL REF.:

105 ILCS 5/10-20.30, and 5/22-80~~, and 25/2~~. PRESSPlus2

23 Ill.Admin.Code §1.530(b).

CROSS REF.: 4:100 (Insurance Management), 4:170 (Safety), 6:190 (Extracurricular and Co-Curricular Activities), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:305 (Student Athlete Concussions and Head Injuries), 7:340 (Student Records)

Adopted: September 8, 2025

PRESSPlus Comments

PRESSPlus 1. Updated throughout for continuous improvement. **Issue 121, March 2026**

PRESSPlus 2. The Legal References are updated. **Issue 121, March 2026**

Document Status: Draft Update

COMMUNITY RELATIONS

8:90 Parent Organizations, Education Foundation, and Booster Clubs

Parent organizations, the Education Foundation, and booster clubs are invaluable resources to the District's schools. While parent organizations, the Education Foundation, and booster clubs have no administrative authority and cannot determine ~~District~~Board PRESSPlus1 policy, the Board of Education welcomes their suggestions and assistance.

Parent organizations, the Education Foundation, and booster clubs may be recognized by the Board and permitted to use the District's name, a District school's name, ~~or~~ a District school's team name, or any logo attributable to the District provided they first receive the Superintendent or designee's express written consent. Consent to use one of the above-mentioned names or logos will generally be granted if the organization, foundation, or club is a 501(c)(3) that has submitted proof of its status and has by-laws containing the following:

1. The organization's, foundation's, or club's name and purpose, such as, to enhance students' educational experiences, to help meet educational needs of students, to provide extra athletic benefits to students, to assist specific sports teams or academic clubs through financial support, or to enrich extracurricular activities.
2. The rules and procedures under which it operates.
3. An agreement to adhere to all Board policies and administrative procedures.
4. A statement that membership is open and unrestricted, meaning that membership is open to all parents/guardians of students enrolled in the school, District staff, and community members.
5. A statement that the District is not, and will not be, responsible for the organization's or club's business or the conduct of its members, including on any organization or club websites or social media accounts.
6. An agreement to maintain and protect its own finances.
7. A recognition that money given to a school cannot be earmarked for any particular expense. Booster clubs may make recommendations, but cash or other valuable consideration must be given to the District to use at its discretion. The Board's legal obligation to comply with Title IX by providing equal athletic opportunity for members of both genders will supersede an organization or club's recommendation.

Permission to use one of the above-mentioned names or logos may be rescinded at any time and does not constitute permission to act as the District's representative. At no time does the District accept responsibility for the actions of any parent organization, the Education Foundation, or booster club regardless of whether it was recognized and/or permitted to use any of the above-mentioned names or logos. The Superintendent shall designate an administrative staff member to serve as the recognized liaison to parent organizations, the Education Foundation, or booster clubs. The liaison will serve as a resource person and provide information about school programs, resources, policies, problems, concerns, and emerging issues. Building staff will be encouraged to participate in the organizations.

CROSS REF.: 8:80 (Gifts to the District)

Adopted: October 13, 2021

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to a PRESS five-year review. PRESS Editors have a quality assurance goal to ensure that a review of each piece of the 1500+ page IASB PRESS Policy Reference Manual occurs once every five years. **Issue 121, March 2026**

Document Status: Review and Monitoring

STUDENTS

7:220 Bus Conduct

All students must follow the District's School Bus Safety Rules, which include the following:[PRESSPlus1]

1. Remain a safe distance from the boarding area until the bus comes to a complete stop. Stay off the street.
2. Listen to the driver at all times, and follow his/her instructions.
3. Be courteous, and respect the driver, the bus, and the equipment by keeping it safe and clean.
4. Always remain seated while on the bus.
5. Keep the aisles clear of all objects, and keep hands, feet, and head inside the bus at all times. Any garbage should be placed in the wastebasket provided on the bus.
6. Use acceptable inside voice levels when talking to others. Loud noises and shouting distract the driver's attention from the road.
7. Adhere to all District and school rules and procedures while riding or waiting for the bus.

School Bus Suspensions

The Superintendent, or any designee as permitted in the School Code, is authorized to suspend a student from riding the school bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Prohibited student conduct as defined in Board of Education policy 7:190, *Student Behavior*.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Superintendent or designee deems to threaten the safe operation of the bus and/or its occupants.

If a student is suspended from riding the bus for gross disobedience or misconduct on a bus, the Board of Education may suspend the student from riding the school bus for a period in excess of 10 days for safety reasons. The District's regular suspension procedures shall be used to suspend a student's privilege to ride a school bus.

Academic Credit for Missed Classes During School Bus Suspension

A student suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the student's parent or guardian to notify the school that the student does not have alternate transportation.

Electronic Recordings on School Buses

Electronic visual and audio recordings may be used on school buses to monitor conduct and to promote and maintain a safe environment for students and employees when transportation is provided for any school related activity. Notice of electronic recordings shall be displayed on the exterior of the vehicle's entrance door and front interior bulkhead in compliance with State law and the rules of the Illinois Department of Transportation, Division of Traffic Safety.

Students are prohibited from tampering with electronic recording devices. Students who violate this policy shall be disciplined in accordance with the Board's discipline policy and shall reimburse the School District for any necessary repairs or replacement.

LEGAL REF.:

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

105 ILCS 5/10-20.14, 5/10-22.6, and 10/.

720 ILCS 5/14-3(m).

23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 7:130 (Student Rights and Responsibilities), 7:170 (Vandalism), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities), 7:340 (Student Records)

Adopted: October 13, 2021

PRESSPlus Comments

PRESSPlus 1. 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 121, March 2026

Document Status: Review and Monitoring

STUDENTS

7:230 Misconduct by Students with Disabilities

Behavioral Interventions[PRESSPlus1]

Behavioral interventions shall be used with students with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The Board of Education will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

Discipline of Special Education Students

The District shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's *Special Education* rules when disciplining special education students. No special education student shall be expelled if the student's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

LEGAL REF.:

Individuals With Disabilities Education Improvement Act of 2004, 20 U.S.C. §§1412, 1413, and 1415.

Gun-Free Schools Act, 20 U.S.C. §7151 *et seq*.

34 C.F.R. §§300.101, 300.530 - 300.536.

105 ILCS 5/10-22.6 and 5/14-8.05.

23 Ill.Admin.Code §226.400.

Honig v. Doe, 108 S.Ct. 592 (1988).

CROSS REF.: 2:150 (Committees), 6:120 (Education of Children with Disabilities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct)

Adopted: October 13, 2021

PRESSPlus Comments

PRESSPlus 1. 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 121, March 2026

Document Status: Review and Monitoring

STUDENTS

7:280 Communicable and Chronic Infectious Disease

A student with or carrying a communicable and/or chronic infectious disease has all rights, privileges, and services provided by law and the Board of Education's policies. The Superintendent will develop procedures to safeguard these rights while managing health and safety concerns.[PRESSPlus1]

LEGAL REF.:

105 ILCS 5/10-21.11.

23 Ill.Admin.Code §§ 1.610 and 226.300.

77 Ill.Admin.Code Part 690.

20 U.S.C. §1400 *et seq.*, Individuals With Disabilities Education Improvement Act of 2004.

29 U.S.C. §794(a), Rehabilitation Act of 1973, Section 504.

Adopted: October 13, 2021

PRESSPlus Comments

PRESSPlus 1. 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 121, March 2026

Downers Grove Grade School District 58

We Envision. We Seek. We Believe.

Board of Education Technology Update

May 2026

Discussion Topics

- Internet Safety Instruction and E-Rate Funding
- District 58 Artificial Intelligence Guidance
- Keeping Primary Grade (K-3) iPads at School

Downers Grove Grade School District 58

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E-Rate and Internet Safety

The E-Rate Program

Downers Grove Grade School District 58 participates in the federal E-Rate program, which is a program providing significant discounts and grant money for our Internet and fiber optic connections and services, and for internal technology infrastructure.

Internet Safety and Protection Software

To receive E-rate funding, we are required to teach Internet Safety and to have Internet protection software in place to block access to harmful images from all of our student and staff computers.

6:235 Access to Electronic Networks

Board Policy requires the District satisfy these requirements:

- *"...students will be educated about appropriate online behavior..."*
- *"Technology protection measures shall be used on each District computer with Internet access. They shall include a filtering device that protects against Internet access by both adults and minors to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students..."*

Internet Safety

- Students receive Internet Safety instruction during Library Skills lessons. Most resources are from Common Sense Media.
- Internet Safety will also be taught in the new Middle School Technology and Learning Course

Protection Software

District 58 utilizes a firewall and proxy filter to protect users from harmful content.

Questions

Please contact administration should you have any questions about internet safety policies in District 58

Downers Grove Grade School District 58

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Artificial Intelligence Guidance

6:235 Access to Electronic Networks:

Use of Artificial Intelligence (AI)-Enabled Tools

The Board recognizes that AI-enabled tools are important to enhance student learning,educator effectiveness, and school operations. The use of AI-enabled tools in the District shall be implemented in a safe, ethical, and equitable manner and in accordance with Board policies 1:30, School District Philosophy, and 7:345, *Use of Educational Technologies; Student Data Privacy and Security*.

6:235 Access to Electronic Networks:

To implement the use of AI-enabled tools in the District, the Superintendent or designee shall:

1. Develop a District-wide AI Plan that addresses the District's approach to the integration of AI;
2. Based on the District-wide AI Plan, establish AI Responsible Use Guidelines to address the responsible use of AI in the District by students and staff;
3. Ensure that AI-enabled tools comply with State and federal law;
4. Ensure that staff receive training and students receive instruction on the use of AI, as appropriate; and
5. Review the District's AI Plan and AI Responsible Use Guidelines on an annual basis and update them as needed.

District 58: Artificial Intelligence Guidance

The District 58 Technology and Learning Committee met twice this year to draft and revise our Artificial Intelligence Guidance.

Navigating AI in District 58

Navigating AI in District 58: New Guidance & Procedures

- **Context:** Rapid evolution of Generative AI tools (e.g., Gemini, ChatGPT, Copilot) requires proactive district-wide guidance.
- **Purpose:** To guide students, staff, and the community on the appropriate, responsible, and ethical use of AI.
- **Alignment:** Directly supports existing Board Policy 6:235 regarding Artificial Intelligence Enabled Tools.
- **Goal:** Maximize educational benefits while thoughtfully managing and mitigating risks.

Scope & Core Philosophy

Who is Impacted & Our Guiding Principles

- Scope: Applies to all students, teachers, staff, and administrators using AI for education or district operations.
- Human-Centric Approach: AI is a tool to augment learning and teaching, not replace human instruction or judgment.
- AI Literacy: Committing to educating both staff and students on how AI works, its limitations, and ethical implications.
- Community Engagement: Ensuring families are informed and engaged as our AI practices evolve.

Responsible & Educational AI Use

Potential Uses for Enhancing the Learning Experience

- Student Learning: Age-appropriate implementation.
- Aide in creativity, collaboration, and learning support
- Teacher Support: Assist in differentiating resources, enhancing lesson plans based on student needs
- Complement informal assessment design and resource compilation. AI will not supplant our guaranteed curriculum or sole grading responsibilities
- District Operations: Streamline administrative process and refine communications

Mitigating Risks & Prohibited Uses

Establishing Clear Boundaries

- Protecting Students: Strict prohibitions against using AI for bullying, harassment, or impersonation.
- Plagiarism & Cheating: Submitting AI-generated work as original is prohibited; clear citation rules will be taught and enforced.
- Addressing AI Limitations: Teaching students to verify AI outputs
- Societal Bias: Training staff and students to recognize and critically evaluate bias in AI-generated content.
- Human Review: Mandatory human oversight for all AI-generated outputs before educational use.

Clear Guidelines for Use

North Carolina Department of PUBLIC INSTRUCTION

🚀0 to Infinity🚀- NCDPI AI Use Continuum v. 2.0: for Educators

	Levels	Full Description
0	AI Free	This AI-resistant assessment is completed in a controlled environment, entirely without AI assistance. AI Must not be used at any point during the assessment. This level ensures that students rely solely on their own knowledge, understanding, and skills.
1	AI Planning	AI can be used in the pre-work for the assessment including brainstorming, outlining, researching, creating structures, and generating ideas for improving work. This level focuses on the effective use of AI for lanning, synthesis, and ideation but assessments should emphasize the ability to develop and refine these ideas independently
2	AI Collaboration	Student may collaborate with AI to help complete the task, including idea generation, drafting, feedback, and refinement. Students should critically evaluate and modify the AI-suggested outputs, demonstrating their own understanding.
3	Full AI Use	AI may be used to complete any elements of the task unless specific use cases are communicated by the teacher. The focus is on students directing AI to achieve the assessment goals while maintaining critical oversight and evaluation to achieve goals and solve problems.
4	AI Exploration	AI is used creatively to enhance problem-solving, generate novel insights, or develop innovative solutions to solve problems. AI should be a 'co-pilot' to enhance your human intelligence and creativity.

Adapted by Vera Cubero for the North Carolina Department of Public Instruction (NCDPI)
from the work of Dr. Leon Furze, Dr. Mike Perkins, Dr. Jasper Roe FHEA, & Dr. Jason Mcvaugh
Link to Original Work

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Security, Privacy, and Safety

Safeguarding District Data

- Data Protection: Strict prohibition against entering confidential or Personally Identifiable Information (PII) into unauthorized AI tools.
- Vetting Tools: All deployed AI systems will be rigorously evaluated for compliance with privacy laws (FERPA, COPPA) and safety standards.
- Consumer AI Guardrails: We will not share student data with consumer-based AI systems lacking approved data privacy agreements.

Looking Ahead

Ongoing Review & Evaluation

- Staff professional learning during June 2026 teacher institute days
- Annual Review: This guidance will be reviewed at least annually to keep pace with rapid technological and legal changes.
- Continuous Monitoring: We are committed to auditing our district's use of AI to ensure equity and effectiveness.
- Feedback Loop: Welcoming input from the Board, staff, and families as we navigate this evolving landscape together.

Downers Grove Grade School District 58

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Primary Student iPads

Primary Student iPad Usage

- Minimal Homework: Generally speaking, our primary students don’t have homework other than reading, which should ideally be done with a physical book.
- In-School Practice: Optional digital practice, such as Dreambox and Lexia can occur during the regular school day.
- Logistical Use: In many cases, iPads are currently sent home primarily to be charged.

Stakeholder Conversations

- Parent Feedback
- Administrator Discussion
- Grade Level Meetings

The Proposal

Administration is recommending that iPads for kindergarten, first grade, second grade and third grade students be kept at school and not sent home beginning in next school year, in August 2026.

Considerations - Charging

- The Challenge: Managing charging becomes a logistical task that teachers would have to manage.
- The Benefit: Guaranteed control. Ensuring iPads are fully charged and available for student use each day without relying on home routines.
- The Solution: Utilizing creative, low-cost charging hubs. Many kindergarten classrooms already use these successfully, avoiding the need for large, expensive charging carts.

Considerations - Remote Learning

- Future discussion on remote learning utilization (July)
- Regardless of how frequently we use remote learning days, we will still need to be prepared to implement them.
- Devices could be sent home in anticipation of a remote learning day.
- Charging options during remote learning

Considerations - Individual Student Needs

- We will always accommodate extenuating circumstances, including students with IEPs, multilingual learners, or those needing additional academic support.
- In any of these unique situations, we can remain flexible and choose to send the device home for an individual student for a prescribed period of time.

Financial Implications

- Finances are not the driving factor
- Savings: By keeping these devices at school, they will experience fewer battery cycles, less LCD screen-on time, and significantly less wear and tear from daily backpack commutes.
- The electrical/charging costs are minimal
- There will be an increase in cost for charging hubs and some storage solutions. (Not charging carts)

Technology Usage - Next Steps

- Take home devices for 4th grade and beyond
- Purposeful use of technology in our classrooms
- Future Strategic Planning

6:235 Access to Electronic Networks

Electronic networks are a part of the District's instructional program and serve to promote educational excellence by facilitating resource sharing, innovation, and communication.

The term *electronic networks* includes all of the District's technology resources, including, but not limited to:

1. The District's local-area and wide-area networks, including wireless networks (Wi-Fi), District-issued Wi-Fi hotspots, and any District servers or other networking infrastructure;
2. Access to the Internet or other online resources via the District's networks or to any District-issued online account from any computer or device, regardless of location;
3. District-owned or District-issued computers, laptops, tablets, phones, or similar devices.

The Superintendent shall develop an implementation plan for this policy and appoint system administrator(s).

The School District is not responsible for any information that may be lost or damaged, or become unavailable when using the network, or for any information that is retrieved or transmitted via the Internet. Furthermore, the District will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

Curriculum and Appropriate Online Behavior

The use of the District's electronic networks shall: (1) be consistent with the curriculum adopted by the District as well as the varied instructional needs, learning styles, abilities, and developmental levels of the students, and (2) comply with the selection criteria for instructional materials and library resource center materials. As required by federal law and Board policy 6:60, *Curriculum Content*, students will be educated about appropriate online behavior, including but not limited to: (1) interacting with other individuals on social networking websites and in chat rooms, and (2) cyberbullying awareness and response. Staff members may, consistent with the Superintendent's implementation plan, use the Internet throughout the curriculum.

The District's electronic network is part of the curriculum and is not a public forum for general use.

Acceptable Use

All use of the District's electronic networks must be: (1) in support of education and/or research, and be in furtherance of the goals stated herein, or (2) for a legitimate school business purpose. Use is a privilege, not a right. Users of the District's electronic networks have no expectation of privacy in any material that is stored on, transmitted, or received via the District's electronic networks. General rules for behavior and communications apply when using electronic networks. The District's administrative procedure, *Acceptable Use of the District's Electronic Networks,* contains the appropriate uses, ethics, and protocol. Electronic communications and downloaded material, including files deleted from a user's account but not erased, may be monitored or read by school officials.

Internet Safety

Technology protection measures shall be used on each District computer with Internet access. They shall include a filtering device that protects against Internet access by both adults and minors to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by federal law and as determined by the Superintendent or designee. The Superintendent or designee shall enforce the use of such filtering devices. An administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purpose, provided the person receives prior permission from the Superintendent or system administrator. The Superintendent or designee shall include measures in this policy's implementation plan to address the following:

1. Ensure staff supervision of student access to online electronic networks,
2. Restrict student access to inappropriate matter as well as restricting access to harmful materials,
3. Ensure student and staff privacy, safety, and security when using electronic communications,
4. Restrict unauthorized access, including "hacking" and other unlawful activities, and
5. Restrict unauthorized disclosure, use, and dissemination of personal identification information, such as, names and addresses.

Use of Artificial Intelligence (AI)-Enabled Tools

The Board recognizes that AI-enabled tools are important to enhance student learning, educator effectiveness, and school operations. The use of AI-enabled tools in the District shall be implemented in a safe, ethical, and equitable manner and in accordance with Board policies 1:30, *School District Philosophy*, and 7:345, *Use of Educational Technologies; Student Data Privacy and Security.*

To implement the use of AI-enabled tools in the District, the Superintendent or designee shall:

1. Develop a District-wide AI Plan that addresses the District's approach to the integration of AI;
2. Based on the District-wide AI Plan, establish AI Responsible Use Guidelines to address the responsible use of AI in the District by students and staff;
3. Ensure that AI-enabled tools comply with State and federal law;
4. Ensure that staff receive training and students receive instruction on the use of AI, as appropriate; and
5. Review the District's AI Plan and AI Responsible Use Guidelines on an annual basis and update them as needed.

Authorization for Electronic Network Access

Each staff member must sign the *Authorization for Access to the District's Electronic Networks* as a condition for using the District's electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

Confidentiality

All users of the District's computers to access the Internet shall maintain the confidentiality of student records. Reasonable measures to protect against unreasonable access shall be taken before confidential student information is loaded onto the network.

Violations

The failure of any user to follow the terms of the District's administrative procedure, *Acceptable Use of the District's Electronic Networks,* or this policy, will result in the loss of privileges, disciplinary action, and/or appropriate legal action.

LEGAL REF.:

20 U.S.C. §7131, Elementary and Secondary Education Act.

47 U.S.C. §254(h) and (l), Children's Internet Protection Act.

47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.

115 ILCS 5/14(c-5), Ill. Educational Labor Relations Act.

720 ILCS 5/26.5.

CROSS REF.: 5:100 (Staff Development Program), 5:170 (Copyright), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:210 (Instructional Materials), 6:230 (Library Media Program), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:310 (Restrictions on Publications; Elementary Schools), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

ADOPTED: July 14, 2025

Downers Grove Grade School District 58

Downers Grove Grade School District 58

4/13/2026 - Revised 5/11/2026

List of Bills - Expenditures

Education Fund (Fund 10)			
	List of Bills	$	907,890.33
	Imprest Checks	$	2,629.19
	Revolving/Voucher	$	214.41
	District Credit Card	$	6,490.86
Operations & Maintenance Fund (Fund 20)			
	List of Bills	$	148,830.74
	Revolving/Voucher	$	-
	District Credit Card	$	415.72
	Imprest Checks	$	-
Debt Services (Fund 30)			
	List of Bills	$	24,762.65
Transportation Fund (Fund 40)			
	List of Bills	$	698,891.59
	Imprest Checks	$	-
IMRF (Fund 50)			
	List of Bills	$	-
FICA/Medicare Fund (Fund 51)			
	List of Bills	$	-
Site & Construction Fund/Capital Projects (Fund 60)			
	List of Bills	$	-
	Imprest Checks	$	-
Capital Referendum (Fund 61)			
	List of Bills	$	1,630,125.34
	Revolving Voucher	$	-
Working Cash Fund (Fund 70)			
	List of Bills	$	-
Fire & Safety Fund (Fund 90)			
	List of Bills	$	-
Medical Insurance Reserve Fund (Fund 13)			
	List of Bills	$	-
	Revolving Voucher	$	139,208.02
Sinking Fund (Fund 21)			
	Total	$	3,559,458.85

Above is a summary of the bills and obligations prepared for payment on April 13, 2026. We certify this to be a correct copy of the payments authorized and approved as shown by the minutes of the Board of Education of Downers Grove Grade School District 58, at its regular Board meeting of April 13, 2026.

District 58 Board of Education President
Darren Hughes

District 58 Board Secretary
Melissa Jerves

Downers Grove Grade School District 58

General Journal Entry

Journal Entry Number 906

Fiscal Year: 2025-2026
Journal Type: Adjusting
GL Entry Date: 03/02/2026 **Memo:** BMO Credit Card
User ID: 1734.Rnaik
Reference: Adjusting Entry **Voucher:** 0
Originator: 1734.Rnaik
Created On: 03/25/2026 11:39:32

Line #	Account	Description	Debit	Credit
1	10.0000.2320.3120.00.35	Professional Employee Training & Development Serv.	$35.00	$0.00
2	10.0000.2310.3120.00.00	Professional Employee Training & Development Serv.	$35.00	$0.00
3	10.0000.1120.4100.13.50	General Supplies (PE O'Neill)	$650.00	$0.00
4	10.0000.1110.6400.14.13	Dues and Fees (Band North)	$1,638.00	$0.00
5	10.0000.2220.4900.00.60	Other Supplies and Materials	$453.55	$0.00
6	10.0000.1110.4100.14.13	General Supplies (Band North)	$157.00	$0.00
7	10.0000.1110.4190.00.60	Other Supplies (Science Fair)	$217.01	$0.00
8	10.0000.1110.4190.00.60	Other Supplies (Science Fair) Tax Refund	$0.00	($12.61)
9	10.0000.1100.3900.00.60	Other Purchase Services	$160.00	$0.00
10	10.0101.0000.0000.00.00	Cash	$0.00	($3,332.95)
			$3,345.56	($3,345.56)

Total Items Printed: 10

Master Account Entries

Fund	Debits	Credits
10	3,345.56	(3,345.56)
Totals:	3,345.56	(3,345.56)

End of Report

Downers Grove Grade School District 58

General Journal Entry

Journal Entry Number 920

Fiscal Year: 2025-2026

Journal Type: Adjusting

GL Entry Date: 03/27/2026 **Memo:** BMO CC March

User ID: 1734.Rnaik

Reference: Adjusting Entry **Voucher:** 0

Originator: 1734.Rnaik

Created On: 03/27/2026 09:04:54

Line #	Account	Description	Debit	Credit
1	10.0000.2310.4100.00.00	General Supplies	$2,000.00	$0.00
2	10.0000.2320.4100.00.35	General Supplies	$118.05	$0.00
3	10.0101.0000.0000.00.00	Cash	$0.00	($2,118.05)
Total Items Printed:		3	$2,118.05	($2,118.05)

Master Account Entries

Fund	Debits	Credits
10	2,118.05	(2,118.05)
Totals:	2,118.05	(2,118.05)

End of Report

Downers Grove Grade School District 58

5/11/2026

List of Bills - Expenditures

Education Fund (Fund 10)			
	List of Bills	$	192,529.79
	Imprest Checks	$	16,498.56
	Revolving/Voucher	$	63,332.00
	District Credit Card	$	2,665.17
Operations & Maintenance Fund (Fund 20)			
	List of Bills	$	113,718.11
	Revolving/Voucher		
	District Credit Card		
	Imprest Checks		
Debt Services (Fund 30)			
	List of Bills	$	24,312.65
Transportation Fund (Fund 40)			
	List of Bills	$	451,184.32
	Imprest Checks		
IMRF (Fund 50)			
	List of Bills		
FICA/Medicare Fund (Fund 51)			
	List of Bills		
Site & Construction Fund/Capital Projects (Fund 60)			
	List of Bills		
	Imprest Checks		
Capital Referendum (Fund 61)			
	List of Bills	$	1,812,079.94
	Revolving Voucher		
Working Cash Fund (Fund 70)			
	List of Bills		
Fire & Safety Fund (Fund 90)			
	List of Bills		
Medical Insurance Reserve Fund (Fund 13)			
	List of Bills		
	Revolving Voucher	$	138,922.46
Sinking Fund (Fund 21)			
	Total	$	2,815,243.00

Above is a summary of the bills and obligations prepared for payment on May 11, 2026. We certify this to be a correct copy of the payments authorized and approved as shown by the minutes of the Board of Education of Downers Grove Grade School District 58, at its regular Board meeting of May 11, 2026.

District 58 Board of Education President	District 58 Board Secretary
Darren Hughes	Melissa Jerves

Memo To: Kevin Russell, Superintendent of Schools
From: Pat Houlihan, Personnel Secretary
Subject: Personnel Report, District 58

Personnel Report

Administrator - Assignment

	Effective	Location, Position	Salary
Annette Hanson	8/3/2026	Henry Puffer, Principal	$116,000.00

Certified Staff - Assignment

	Effective	Location, Position	Salary
Amanda Annese (Recall)	8/24/2026	Henry Puffer, Classroom Teacher	$63,962.00
Paul Black (Recall)	8/24/2026	Indian Trail, Social Worker	$87,878.00
Jennifer Goes	8/17/2026	Pierce Downer, RISE Teacher	$97,333.00
Kara Goutos	8/17/2026	Indian Trail, RISE Teacher	$97,333.00
Sara Grimm (Recall)	8/24/2026	Multiple, Art Teacher	$58,400.00
Lisa Hahn (Recall 0.625 to 1 FTE)	8/24/2026	O'Neill MS, PE Teacher	$73,417.00
Beth Jania (0.75 FTE)	8/24/2026	Herrick, Science Teacher	$64,656.75
Amy Kalten (Recall FTE 0.8)	8/24/2026	HP-GP, Psychologist	$65,853.60
Randi Kehm (0.6 to 1 FTE)	8/24/2026	BA/FA, PE Teacher	$134,707.00
Jack Loris (Recall)	8/17/2026	Kinglesy, BEST Teacher	$66,743.00
Amanda Phillips (Recall)	8/24/2026	O'Neill MS, ELA Teacher	$58,400.00
Haily Pribyl-Shay (Recall)	8/24/2026	HP-GP, Speech Lang. Path.	$91,772.00
Lindsay Richardson (Recall)	8/24/2026	Kingsley, Classroom Teacher	$85,653.00
Jessica Satler (Recall)	8/24/2026	Hillcrest, Classroom Teacher	$58,400.00
Jamie Schiefelbein (Recall 0.75 to 1 FTE)	8/24/2026	O'Neill MS, FACS Teacher	$77,867.00

Katrina Shenton (Recall 0.75 to 1 FTE)	8/24/2026	Multiple, Vocal Music	$83,984.00
Myriah Turcic	8/24/2026	Kingsley, BEST Teacher	$58,400.00
Hannah Wagner	8/17/2026	Hillcrest, DLP Teacher	$97,333.00
Samantha Weigel (Recall)	8/24/2026	Fairmount, Classroom Teacher	$58,400.00
Jennifer Wright-Smolenski	8/17/2026	Kingsley, BEST Teacher	$62,293.00

Certified Staff - Voluntary Re-Assignment to Part-Time

Jennifer Brems	8/24/2026	Whittier, Speech Lang. Path	(1 to 0.6 FTE)
Mallory Poe	8/24/2026	Pierce Downer, Social Worker	(1 to .2 FTE)

Certified Staff - Retirement

	Effective	Location, Position
Michele Doose	June 2030	Herrick MS, Classroom Teacher
Lisa Garbis	June 2030	Lester, Reading Specialist
Matthew Neustadt	June 2030	O'Neill MS, Math Teacher
Kathryn Yee	June 2030	Lester, Kindergarten Teacher

Certified Staff - Resignation

	Effective	Location, Position
Honora Brady	6/9/2026	Lester, Teacher
Christopher Coster	6/9/2026	El Sierra, Vocal Music

Certified - Family Medical Leave of Absence

	Effective	Location, Position
Audrey Barc	8/24/2026	Pierce Downer, RISE Teacher
Robert Mueller	9/8/2026	O'Neill MS, Science Teacher
Katherine Porter	10/30/2026	Whittier, Resource Teacher
Jessica Sima	9/27/2026	El Sierra, Classroom Teacher

Certified - Extended Unpaid Leave of Absence

	Effective	Location, Position
Audrey Barc	11/19/26-6/8/2027	Pierce Downer, RISE Teacher

Support Staff - Assignment

	Effective	Location, Position	Salary
Lauren Klimczak	5/5/26	DSC, Level 2 Technician	$24.91/hr

Support Staff - Resignation

	Effective	Location, Position
Sandra Anaya	6/11/26	Herrick MS, Part-time Secretary
Donna Balek	6/5/26	Hillcrest, Instructional Asst, DLP
Rebecca Booher	6/11/26	Hillcrest, Part-time Secretary
Courtney Gardner	4/15/26	Herrick MS, Instructional Asst, Spec Ed.

Support Staff - Family Medical Leave of Absence

	Effective	Location, Position
Logan Girves	5/25/2026	Highland, Instructional Assistant

Custodial/Maintenance Staff - Retirement

	Effective	Location, Position
Michael Rose	5/22/26	Belle Aire, Head Custodian

Custodial/Maintenance Staff - Resignation

	Effective	Location, Position
Todd Niewold	6/5/26	DSC, Pony Driver

Downers Grove Grade School District 58
850 Curtiss Street, Ste. 200, Downers Grove, IL 60515
630-719-5800 Phone | 630-719-5418 Fax | www.dg58.org

Jessica Stewart, Assistant Superintendent
jstewart@dg58.org | 630-719-5823

Memorandum
Special Services

TO: Board of Education

FROM: Jessica Stewart, Assistant Superintendent for Special Services

DATE: May 7, 2026

RE: Preschool Program Name Change

Background

Grove Children's Preschool has served the District for more than 25 years, growing from its original vision into a gold-rated program supporting over 180 students annually. As the program has evolved, particularly in expanding services for students with more complex needs, we are now preparing to unify all preschool programming in a single, dedicated location. This transition will strengthen collaboration, consistency, and inclusive practices.

Administrative Recommendation

As part of this transition, the administration recommends simplifying the program's name to Grove Preschool. The term "Children's" is redundant, and a more streamlined name improves clarity, strengthens communication with families, and aligns with a unified, forward-looking program identity. This change is cost-neutral, with funds already allocated for updated signage at Henry Puffer School and minimal updates needed to electronic materials. Research confirms no duplication of the proposed name among comparable Illinois programs.

Recommendation

The administration respectfully requests the Board of Education's approval to proceed with the name change to Grove Preschool.

Downers Grove Grade School District 58
850 Curtiss Street, Ste. 200, Downers Grove, IL 60515
630-719-5800 Phone | 630-719-5418 Fax | www.dg58.org

Memorandum

To: Board of Education, Dr. Kevin Russell

From: Gregory Harris, Assistant Superintendent for Business/CSBO

Date: May 11, 2026

Re: Rexnord Property Tax Abatement

Background:
In August of 2017, the Board of Education approved an abatement agreement to incentivize an expansion of the Rexnord facility, located at 2400 Curtiss Street in Downers Grove. This abatement agreement was also agreed to by the board of District 99. The Village of Downers Grove, for its part, agreed to waive permit and inspection fees for the project. Altogether, this was a nice win for the community as more jobs were created and the tax base was increased for the taxing districts.

Administrative Considerations:
The tax abatement applies to the excess real estate taxes on the Rexnord property as a result of the expansion project. The 2025 tax year is the seventh year of this agreement (out of nine years). According to the terms of the agreement, 30% of taxes shall be abated in year seven. This means that, for 2025, the Board of Education is obligated to abate $46,754.22 in property taxes.

Recommendation:
It is recommended that the Board approve the resolution instructing the County Clerk to abate property taxes as described in the initial agreement and for the administration to work with the County Clerk to ensure that the terms of the 2017 agreement are met.

RESOLUTION AUTHORIZING PROPERTY TAX ABATEMENT FOR THE REXNORD FACILITY FOR THE 2025 TAX YEAR

WHEREAS, under section 18-165 of the *Property Tax Code* (35 ILCS 200/18-165), "[a]ny taxing district, upon a majority vote of its governing authority, may, after the determination of the assessed valuation of its property, order the clerk of that county to abate any portion of its taxes…" on several categories of property, including "the property of any commercial or industrial firm," provided that "[t]he abatement shall not exceed a period of 10 years and the aggregate amount of abated taxes for all taxing districts combined shall not exceed $4,000,000"; and

WHEREAS, the Board of Education previously approved the agreement attached hereto as Exhibit A (the "Agreement") with Rexnord Industries, LLC ("Rexnord") to abate certain property taxes with respect to an expansion of the manufacturing facility at 2400 Curtiss Street, Downers Grove, Illinois ("Rexnord Facility") to induce Rexnord to bring more jobs to the community and increase the School District's tax base; and

WHEREAS, Rexnord has completed the project and has provided the required annual certification to the Board as required under paragraph 2(D) of the Agreement, and the Board finds that Rexnord has satisfied the conditions of the Agreement and is eligible to receive the property tax abatement as stated under the Agreement with respect to the 2025 tax year.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Downers Grove Grade School District No. 58, DuPage County, Illinois, as follows:

Section 1: The Board finds that all of the recitals contained above are true and correct, and that the same are incorporated herein by reference.

Section 2: The Board hereby orders the Clerk of DuPage County, Illinois to abate property taxes for the Rexnord Facility as stated in the Agreement for the 2025 tax year; except that the aggregate abatement, in accordance with the Agreement, of real estate taxes on the Rexnord Facility by the Board and all other taxing districts combined shall not exceed the total of four million dollars ($4,000,000).

Section 3: The Board directs the Secretary of the Board or designee to file a certified copy of this Resolution with the Office of the DuPage County Clerk.

Section 4: All resolutions or parts thereof in conflict with this Resolution are repealed and this Resolution shall be in full force and effect immediately upon its passage.

[*The remainder of this page is left intentionally blank. Signature page follows.*]

ADOPTED this 11th day of May, 2026, by the following roll call vote:

AYES:_____

NAYS:_____

ABSENT: _____

BOARD OF EDUCATION OF
DOWNERS GROVE GRADE SCHOOL
DISTRICT NO. 58,
DUPAGE COUNTY, ILLINOIS

By: _____
Its: President

ATTEST

By: _____
Its: Secretary

621076_1

STATE OF ILLINOIS)
) SS
COUNTY OF DUPAGE)

SECRETARY'S CERTIFICATE

I, the undersigned, hereby certify that I am the duly qualified and acting Secretary of the Board of Education of Downers Grove Grade School District No. 58, County of DuPage, Illinois (the "School District"), and that, as such official, I am the keeper of the records and files of the Board of Education of said School District.

I do further certify that the foregoing Resolution Authorizing Property Tax Abatement for the Rexnord Facility for the 2025 Tax Year is the true, correct, and complete copy of said Resolution as adopted by the Board of Education of said School District at a meeting held on the 11th day of May, 2026.

IN WITNESS WHEREOF, I hereunto affix my official signature this 11th day of May 2026.

_____
Secretary
Board of Education
Downers Grove Grade School District No. 58
DuPage County, Illinois

621076_1

TAX ABATEMENT AGREEMENT BETWEEN DOWNERS GROVE GRADE SCHOOL DISTRICT NO. 58 AND REXNORD INDUSTRIES, LLC REGARDING EXPANSION PROJECT

This AGREEMENT (the "Agreement") is entered into this 28th day of August, 2017 (the "Effective Date") by and between the BOARD OF EDUCATION OF DOWNERS GROVE GRADE SCHOOL DISTRICT NO. 58, DuPage County, Illinois, an Illinois public school district ("DISTRICT 58" or "the DISTRICT") and REXNORD INDUSTRIES, LLC, a Delaware limited liability company ("REXNORD"). DISTRICT 58 and REXNORD are sometimes individually referred to as a "Party" and collectively referred to as the "Parties."

WITNESSETH

WHEREAS, REXNORD has an aerospace manufacturing business which currently owns and operates a manufacturing facility (the "REXNORD Facility") located at 2400 Curtis Street, Downers Grove, Illinois (the "REXNORD Property"). A true and accurate legal description of the REXNORD Property is attached here as Exhibit A and made a part hereof; and

WHEREAS, REXNORD is investing in the development of the REXNORD Property by allowing the construction of a new facility (the "New Facility") with approximately two hundred thousand (200,000) square feet of modernized manufacturing infrastructure and offices, including the purchase of new machinery and equipment by REXNORD (the "Expansion Project"), after which the REXNORD Facility will be razed; and

WHEREAS, the Expansion Project is expected to cost in excess of Nineteen Million Dollars ($19 million) to have developed; and

WHEREAS, REXNORD seeks public financial assistance for the Expansion Project and has requested a property tax abatement from the DISTRICT of the additional property taxes caused by the Expansion Project in excess of those property taxes currently paid on the REXNORD Property, to make the Expansion Project feasible; and

WHEREAS, to induce REXNORD to proceed with the Expansion Project, DISTRICT 58 agrees to provide REXNORD with a real estate tax abatement regarding certain real estate taxes assessed by DISTRICT 58 against the REXNORD Property in excess of those real estate taxes currently paid on the REXNORD Property (the "Tax Abatement"); and

WHEREAS, the Tax Abatement will provide a real estate tax abatement from DISTRICT 58 to REXNORD pursuant to Section 18-165 of the Illinois Property Tax Code (35 ILCS 200/18-165) (the "Abatement Law"); and

WHEREAS, by providing the Tax Abatement, DISTRICT 58 will provide an inducement to REXNORD to cause the Expansion Project to be constructed and operated, for the financial benefit of the DISTRICT 58 through the enlargement of the overall tax base of the DISTRICT; and

WHEREAS, other area units of local government, including but not limited to Downers Grove Elementary School District No. 58 and the Village of Downers Grove, are also expected to approve a tax abatement for the REXNORD Project like that set forth in this Agreement; and

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

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

1. **INCORPORATION OF PREAMBLES.** The preambles hereto, as set forth above, are incorporated herein by reference and are made part hereof.

2. **REXNORD OBLIGATIONS TO RECEIVE AND MAINTAIN TAX ABATEMENT.** REXNORD's right to receive the Tax Abatement under this Agreement is expressly conditioned upon REXNORD causing the performance of the following conditions:

A. REXNORD shall cause the construction of, and operate the Expansion Project in accordance with, Exhibit B which is attached hereto and made a part hereof.

B. REXNORD shall use best efforts to obtain certificates of occupancy for the Expansion Project from all governmental entities having jurisdiction over the Expansion Project, on or near December 31, 2018. The date that REXNORD receives the last certificate of occupancy for the Expansion Project from all governmental entities having jurisdiction over the design and construction of the Expansion Project shall be the "Commencement Date." REXNORD shall notify DISTRICT 58 of the Commencement Date within fourteen (14) calendar days of the Commencement Date.

C. REXNORD shall operate the Expansion Project for the design and manufacture of highly-engineered seals and bearings for critical applications in the aerospace industry, including a visitor center and related uses at what will be REXNORD's aerospace headquarters. The REXNORD Facility shall remain operational for that use and any other use permitted by applicable zoning laws, including variances, use permits and amendments to applicable zoning laws, for the term of the Tax Abatement. During the term of the Tax Abatement and for a

period of two (2) years thereafter, if REXNORD moves its operations from the REXNORD Property to an area outside the territorial boundaries of the DISTRICT or otherwise closes or ceases its operations at the REXNORD Property, REXNORD shall refund to the DISTRICT all Tax Abatement amounts previously received by REXNORD. Such refund of Tax Abatement amounts shall be paid by REXNORD to the DISTRICT within ninety (90) days of the DISTRICT's written demand for payment.

D. During the term of this Agreement, REXNORD shall provide DISTRICT 58 with a certification stating its number of employees and average wages. The certification shall be provided to DISTRICT 58 annually to certify December 31st employment and wages by the following March 1. During any calendar year, to the extent employment at the REXNORD Property is less than 200 full-time employees or the average compensation falls below $40,000 per year but the REXNORD Property remains open and continues to operate, the Tax Abatement shall be reduced pro rata based upon the lesser of the number of full-time employees below 200 or the actual average compensation compared to $40,000 per year.

E. Commencing with the Commencement Date and concluding upon fulfillment of the Tax Abatement, REXNORD shall not file any tax rate objection against the DISTRICT. In addition, to the extent REXNORD pursues an assessment appeal during the period REXNORD is entitled to receive the Tax Abatement at either the Property Tax Appeal Board, the Circuit Court, or by a Certificate of Error, any refund issued to REXNORD (or any affiliated entity) pursuant to an assessment appeal shall be credited to the DISTRICT as a

reduction in a subsequent year Tax Abatement, so as to preserve the actual Tax Abatement Obligation as set forth below. Notwithstanding the foregoing, REXNORD may contest or file an assessment appeal when (i) the assessed valuation of the REXNORD Property increases by more than three percent (3.0%) over the assessed valuation of the REXNORD Property of the prior assessment year (exclusive of the assessed value added by the Expansion Project), or (ii) REXNORD believes there is a manifest computational or factual error in the tax assessment or tax bill for the Property. In the event REXNORD files an assessment appeal as permitted herein, within five (5) days of filing such appeal, it shall provide to the DISTRICT a copy of its appeal along with all evidence supporting the appeal. Failure to provide notice of the appeal within such time period shall require REXNORD to dismiss and/or withdraw the appeal.

F. Commencing with the Effective Date and concluding five (5) years following the termination of the Tax Abatement, REXNORD shall be prohibited from filing a petition to detach the REXNORD Property from the territorial boundaries of the DISTRICT or from otherwise cooperating with or encouraging a detachment petition filed by another with respect to the REXNORD Property.

G. REXNORD shall secure similar tax abatement agreements from Downers Grove Elementary School District No. 58 and the Village of Downers Grove. If REXNORD fails to secure such tax abatement agreements by the Commencement Date, the DISTRICT may, in its sole discretion, terminate this Agreement.

H. The conditions and obligations set forth in this Paragraph 2 of the Agreement shall be conditions precedent to the Tax Abatement obligations of DISTRICT 58 contained herein.

I. Notwithstanding anything herein that may be deemed to the contrary, REXNORD shall have the right to enter into a sale-leaseback transaction for the REXNORD Property ("Sale-Leaseback") and its entry into a Sale-Leaseback shall not be deemed a violation of any of its obligations under this Agreement and REXNORD shall be entitled to receive the Tax Abatement subsequent to a Sale-Leaseback. The counter-party(ies) to the Sale-Leaseback shall be made aware of the obligations and terms of this Agreement and REXNORD shall continue to be bound in all respects to this Agreement.

3. **DISTRICT 58 ABATEMENT OBLIGATION.** Subject to REXNORD satisfying the conditions precedent contained in Paragraph 2 above, and otherwise being in compliance with the applicable terms and conditions of this Agreement, DISTRICT 58 agrees to implement the Tax Abatement. Such Tax Abatement shall be based upon DISTRICT 58's proportionate share of the excess of the real estate taxes levied on the REXNORD Property upon completion of the Expansion Project less the real estate taxes levied on the REXNORD Property in the 2016 tax assessment year, as follows, with each "Year" representing a full assessment year and the first year of Tax Abatement being the first full assessment year after the year which includes the Commencement Date:

A. Percentage of taxes abated each Year of Tax Abatement:

Year of Tax Abatement	Percentage of Taxes to be Abated
1	90%
2	80%
3	70%
4	60%
5	50%
6	40%
7	30%
8	20%
9	10%

B. The Tax Abatement shall only apply to the excess real estate taxes on the REXNORD Property as a result of the Expansion Project. The Tax Abatement shall be based upon the difference between the 2016 tax assessment bill for the REXNORD Property, and the tax bill for the REXNORD Property for the particular Year of Tax Abatement and multiplying it by the applicable percentage of taxes to be abated per the table in Paragraph 3(A) immediately above. By way of example, and not in any way as a limitation, if the 2016 tax assessment bill for the REXNORD Property was $95,000 and the tax bill in Year 3 of the Tax Abatement is $400,000, the Tax Abatement calculation would be ($400,000 - $95,000) x .70 = $213,500. District 58 would then be obligated to abate a portion of the $213,500 based on its proportionate share of the total tax bill.

C. Upon verification by DISTRICT 58 that REXNORD is in compliance with Paragraph 2D, and is otherwise in compliance with any other applicable terms

and conditions of this Agreement, DISTRICT 58 shall take all actions required for establishing the Tax Abatement, as required by the Abatement Law, including approving, and filing with DuPage County Clerk, a resolution directing the DuPage County Clerk to abate taxes consistent with this Agreement.

4. REAL ESTATE TAX OBLIGATIONS OF REXNORD.

A. For the duration of the Agreement, REXNORD shall inform DISTRICT 58 of all changes in the Permanent Index Number(s) identifying the REXNORD Property within a reasonable time after REXNORD is advised by DuPage County of such changed Permanent Index Number. DISTRICT 58 acknowledges and agrees that so long as REXNORD informs DISTRICT 58 of a change in the Permanent Index Number(s) for the REXNORD Property within a reasonable time after REXNORD is advised by DuPage County of such changed Permanent Index Number(s), then the Tax Abatement shall apply with respect to such modified Permanent Index Number(s).

B. REXNORD shall annually provide the DISTRICT with copies of the most recent real estate tax bill for the REXNORD Property, for purposes of auditing compliance with this Agreement. REXNORD agrees to pay, or cause to be paid, all general and special real estate taxes levied against the REXNORD Property, including any improvements related to the Expansion Project located thereon, on or prior to the date same is due, and said real estate taxes shall not become delinquent. REXNORD shall deliver evidence of payment of such real estate taxes to the DISTRICT 58 upon request.

5. GENERAL CONDITIONS/REQUIREMENTS.

A. This Agreement is entered into for the benefit of each of the Parties, solely, and not for the benefit of any third party.

B. Nothing contained in this Agreement shall constitute a waiver of any privileges, defenses, or immunities which DISTRICT 58 may have under the Local Governmental and Governmental Employees Tort Immunity Act, 745 ILCS 10/1-101, *et seq.*, with respect to any claim brought by a third party.

C. This Agreement shall be recorded on title to the REXNORD Property at the expense of REXNORD. REXNORD shall provide the DISTRICT with a copy of the recorded Agreement within thirty (30) days of recordation.

D. Neither Party shall be entitled to exercise any right hereunder, or at law or in equity, on account of any default by the other Party in accordance with the provisions of this Agreement, unless it gives the defaulting party ten (10) business days prior notice of its intention to take such action, and unless during such period the defaulting party has not (a) cured such default, or (b) if such default is not reasonably capable of being cured within such 10-business day period, commence curing such default, and thereafter diligently proceeded to complete such cure and caused such default to be cured as soon as practicable but in no event later than thirty (30) days following receipt of such notice. Upon a breach of this Agreement by REXNORD, and subject to the above notice and cure provisions, DISTRICT 58 may repeal its Tax Abatement resolution, and any Party, by an action or proceeding solely in equity brought in the Circuit Court

of DuPage County, Illinois, may seek the specific performance of the covenants and agreements herein contained, for failure of performance; provided, however, the remedy of specific performance or other similar equitable remedies shall not be available for REXNORD's failure to maintain certain numbers of employees, certain average compensation of employees, some or all of its operations at the Property or to otherwise construct the New Facility.

E. In the event of a default by any of the Parties, the defaulting Party, as adjudicated by a court of competent jurisdiction, shall pay to the non-defaulting Party, upon demand, the non-defaulting Party's reasonable costs, charges and expenses, including, but not limited to, the costs of accountants, consultants, attorneys, and others retained by the non-defaulting Party for the purpose of enforcing any of the obligations of the defaulting Party under this Agreement.

F. The failure of any Party to insist upon the strict and prompt performance of the terms, covenants, agreements, and conditions herein contained, or any of them, by any other Party, shall not constitute or be construed as a waiver or relinquishment of any Party's right thereafter to enforce any such term, covenant, agreement, or condition, but the same shall continue in full force and effect.

G. If the performance by any Party hereunder is delayed because of circumstances which are beyond the reasonable control of such Party (which circumstances shall only include acts of God, war, strikes or similar acts of *force majeure*), the time for such performance shall be extended by the amount of time of such delay.

6. **NOTICES.** Notice or other writings which any Party is required to, or may wish to, serve upon any other Party in connection with this Agreement shall be in writing and shall be delivered personally or sent by registered or certified mail, return receipt requested, postage prepaid, sent and addressed to the persons set forth by signature block below or to such other address, or additional individuals/entities, as any Party may from time to time designate in a written notice to the other Parties, with a copy to:

Rexnord Corporation
Legal Department
247 Freshwater Way
PO Box 2022
Milwaukee, WI 53201

7. **COUNTERPARTS.** This Agreement may be executed simultaneously in counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same Agreement.

8. **ENTIRE AGREEMENT.** This Agreement contains the entire understanding between the Parties and supersedes any prior understanding or written or oral agreements between them regarding the within subject matter. There are no representations, agreements, arrangements or understandings, oral orwritten, between and among the Parties hereto relating to the subject matter of this Agreement which are not fully expressed herein.

9. **ASSIGNMENT.** Subject to District 58's prior written approval, which approval shall not be unreasonably withheld, conditioned or delayed, REXNORD shall have the right to assign the benefits of this Agreement to any person or entity acquiring its interest in the Property; provided, however, District 58's prior written consent shall not be required for any assignment to any entity that is related to, controlled by or

controls REXNORD. Any such assignment shall not constitute a breach of Paragraph 2C.

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

IN WITNESS WHEREOF, the DISTRICT, pursuant to authority granted by the Illinois Property Tax Code, has caused this Agreement to be signed by its President and attested by its Secretary; and REXNORD, pursuant to proper authority granted in accordance with its organizational documents, has caused this Agreement to be executed by its Vice President and attested by its Secretary.

BOARD OF EDUCATION
DOWNERS GROVE GRADE SCHOOL
DISTRICT NO. 58, DuPage County, Illinois

By: _____
President

Attest: _____
Secretary

Date: 10/2/2017

Mailing address:

Superintendent
Downers Grove Grade School Dist. No. 58
Administrative Service Center
1860 63rd Street
Downers Grove, IL 60516

REXNORD INDUSTRIES, LLC

By: _____
Howard Lederman, Vice President-Tax

Attest: _____
~~Secretary~~ Witness

Date: 8/28/17

Mailing address:

Howard Lederman
Rexnord Corporation
247 Freshwater Way
PO Box 2022
Milwaukee, WI 53201

EXHIBIT A

LEGAL DESCRIPTION:

BOUNDARY BASED ON FIDELITY NATIONAL TITLE INSURANCE COMPANY COMMITMENT NUMBER DW17007224 DATED MARCH 13, 2017.

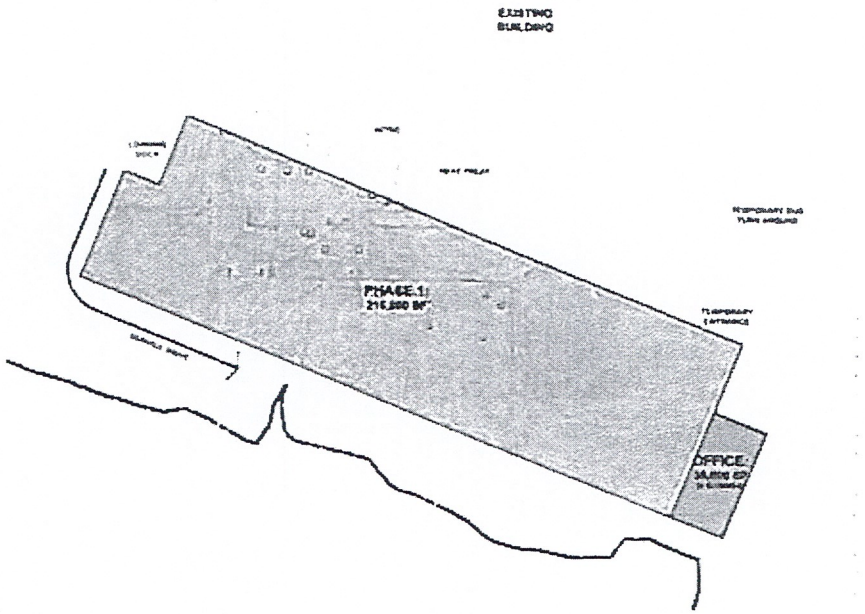
Parcel 1: Lot 1 in Chain Belt Company's Assessment Plat of part of Section 12, Township 38 North, Range 10, East of the Third Principal Meridian, according to the Plat thereof recorded September 20, 1957 as document 857024, in Du Page County, Illinois.

Parcel 2: Lot 2 in Chain Belt Company's Assessment Plat of part of Section 12, Township 38 North, Range 10, East of the Third Principal Meridian, according to the Plat thereof recorded September 20, 1957 as document 857024, except that part thereof lying West of the East Line of Lot 1 in Jay C. Bennett, Sr. County

Clerk Downers Grove Sanitary District Assessment Plat recorded February 4, 1986 as document R86-11117, in Du Page County, Illinois.

EXHIBIT B

Expansion Project shall include construction of a new facility of approximately 200,000 square feet on the property described in EXHIBIT A as depicted in the preliminary site plan below. This site plan is preliminary and subject to change.



Regal Rexnord Corporation
111 W. Michigan St
Milwaukee, WI 53203

www.regalrexnord.com

Not Indicative of Legal Entity

April 23, 2026

Dr. Kevin B. Russell
Superintendent of Schools
Downers Grove Grade School District 58
1860 65th Street
Downers Grove, IL 60516

RE: Rexnord Industries LLC
Tax Abatement Agreement- District 58 - 2400 Curtis St.

Dear Kevin,

With regards to compliance requirements outlined in the tax abatement agreement, I certify, to the best of my knowledge, that as of December 31, 2025, there were 317 active Rexnord Industries LLC employees located at the Downers Grove plant at 2400 Curtis St., which exceeds the 200-employee baseline. Please find attached a listing of these employees as of December 31, 2025. The average wage for active employees as of December 31, 2025, was $83,666.40, exceeding the wage baseline of $40,000 per the agreement.

Feel free to contact me directly at 414-643-2339 should you have any further questions.

Regards,

Kristine Gerbitz
Indirect Tax Director

Enc.

Rexnord Industries, LLC
Downer's Grove Active Employees
As of December 31, 2025

Employee Count	Employee ID	Gross Wages	Job Title	Company	Location
1	610179056	6,513.18	Manager I, Quality Assurance	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
2	610169893	7,963.06	Supervisor, Quality Assurance	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
3	610179144	20,048.63	Quality Engineer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
4	610178113	41,397.21	Manager I, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
5	610178387	45,994.30	Manager II, EHS	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
6	610172132	65,098.06	Buyer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
7	610177303	65,316.14	Manager II, Sourcing	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
8	610176454	68,108.51	Manager I, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
9	610178575	68,877.20	Senior Director, Finance	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
10	610153288	68,989.25	Manufacturing Engineer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
11	610155303	69,110.99	Manufacturing Engineer I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
12	610164331	71,492.23	Materials Planner I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
13	200102113	72,310.98	Buyer I	Rexnord Industries, LLC	Downers Grove Illinois
14	610141952	73,429.47	Manufacturing Engineer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
15	610176455	73,573.74	Manager I, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
16	610177264	73,925.92	Product Manager Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
17	610154742	74,692.89	Materials Planner I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
18	610173276	76,374.49	Manufacturing Engineer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
19	610160660	76,590.60	Materials Planner II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
20	610146654	76,863.27	Application Engineer I	Rexnord Industries, LLC	Downers Grove Illinois
21	610143159	77,286.97	Marketing Data Analyst II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
22	610163844	77,854.72	Design Engineer I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
23	610162828	78,173.80	Buyer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
24	610161634	78,481.02	Buyer III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
25	610164093	78,747.57	Buyer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
26	610175695	80,559.82	Manager II, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
27	610169824	80,776.93	Design Engineer I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
28	610166948	80,886.81	Design Engineer I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
29	610154187	81,011.94	Quality Engineer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
30	610164183	81,664.21	Design Engineer I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
31	200210800	83,108.91	Materials Planner III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
32	610151738	84,749.90	Manufacturing Engineer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
33	200203483	85,982.50	Manager I, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
34	610163453	86,329.32	Manufacturing Engineer II	Rexnord Industries, LLC	Downers Grove Illinois
35	610177607	86,647.80	Design Engineer Expert	Rexnord Industries, LLC	Downers Grove Illinois
36	610160747	89,108.35	Supervisor, Materials	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
37	610169184	89,785.94	Materials Planner II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
38	610143766	89,869.51	HR Business Partner	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
39	200218872	91,254.97	HR Generalist II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
40	610168728	91,554.73	Manager I, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
41	200218321	94,608.10	Manager I, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
42	610168005	94,888.75	Design Engineer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
43	200219147	95,505.42	Product Manager III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
44	200220515	95,729.64	Manager I, Production	Rexnord Industries, LLC	Downers Grove Illinois
45	610167348	95,881.02	FP&A Analyst Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
46	610163312	98,843.51	Manufacturing Engineer I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
47	610154436	101,120.18	Marketing Communications Specialist Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
48	200210841	101,782.98	Application Engineer Senior	Rexnord Industries, LLC	Downers Grove Illinois
49	610175658	102,939.74	Manager II, Materials	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
50	610145514	106,120.58	Accountant III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
51	610153440	106,516.40	Manager II, Quality Assurance	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
52	200206368	106,539.06	Site RBS Leader Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
53	200220942	106,906.44	IT Applications Product Lead	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
54	610146706	107,154.83	Quality Engineer Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
55	610162388	110,094.72	Quality Engineer Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
56	200211014	112,573.28	Product Manager Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
57	610168977	114,740.84	Manufacturing Engineer Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
58	200214956	118,395.44	Design Engineer Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
59	610163013	122,119.63	Manufacturing Engineer Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
60	200218257	123,172.19	Manager II, Manufacturing Engineering	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
61	200202011	124,181.31	Manager I, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
62	200219229	125,734.87	Manager II, Maintenance	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
63	200101690	128,641.76	Quality Engineer III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois

Rexnord Industries, LLC
Downer's Grove Active Employees
As of December 31, 2025

Employee Count	Employee ID	Gross Wages	Job Title	Company	Location
64	200218683	139,564.50	Manager II, Production	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
65	610179444	140,536.50	Senior Director, Operations	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
66	200212909	140,659.29	Manager II, HR	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
67	200102062	142,778.19	Manager II, Accounting	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
68	200206723	157,773.19	Manager II, Engineering	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
69	200206474	158,016.44	Manufacturing Engineer Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
70	610057103	159,929.77	Product Manager Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
71	200102132	161,740.22	Design Engineer Expert	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
72	610152613	174,296.50	Senior Manager, Supply Management	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
73	200101923	174,534.31	Application Engineer Expert	Rexnord Industries, LLC	Downers Grove Illinois
74	610143216	183,191.36	Senior Manager, Product Management	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
75	610135894	192,523.73	Manager II, Engineering Project Management	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
76	610168423	195,609.55	Director, Quality Assurance	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
77	610143539	200,351.13	Senior Manager, Product Management	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
78	610150324	200,394.64	Manager II, Site Controller	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
79	610168136	206,224.00	Senior Manager, Plant Manager	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
80	200214727	215,032.42	Director, Customer Care	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
81	610176058	225,540.63	VP/GM II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
82	200200338	247,006.68	Senior Manager, Engineering	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
83	200211337	305,387.79	Senior Director, Sales & Marketing	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
84	200104621	344,320.98	Senior Director, Engineering	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
85	200219523	58,172.49	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
86	200101739	96,869.53	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
87	200205401	79,032.46	AP Coordinator III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
88	200218669	124,174.50	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
89	610173278	47,623.52	Machinist I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
90	610180173	5,316.43	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
91	200101738	88,246.34	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
92	610157504	117,487.25	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
93	200101753	68,763.38	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
94	200102020	91,785.33	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
95	610169565	56,604.02	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
96	200211241	83,160.91	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
97	200214783	139,185.38	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
98	200220146	75,193.56	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
99	610172192	61,630.53	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
100	610158754	55,959.39	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
101	200212404	88,461.50	Customer Care Advocate III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
102	200209196	116,950.67	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
103	610167524	59,134.43	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
104	610147027	50,921.33	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
105	200218620	86,678.73	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
106	200101977	81,814.42	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
107	200102191	103,885.10	Production Group Leader	Rexnord Industries, LLC	Downers Grove Illinois
108	200101850	76,970.83	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
109	610176812	42,090.59	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
110	200222474	59,509.07	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
111	610163910	75,677.73	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
112	200219347	122,322.22	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
113	610158384	62,904.71	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
114	610179171	13,874.01	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
115	200218337	54,358.49	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
116	610161383	66,818.41	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
117	610171081	65,424.02	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
118	200218458	59,248.97	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
119	610161747	59,107.76	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
120	200209414	82,578.51	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
121	610168262	57,649.63	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
122	200101733	71,875.36	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
123	610151813	55,755.26	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
124	200206847	80,067.92	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
125	200101846	153,585.74	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Illinois
126	200200539	86,782.76	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois

Rexnord Industries, LLC
Downer's Grove Active Employees
As of December 31, 2025

Employee Count	Employee ID	Gross Wages	Job Title	Company	Location
127	610177259	23,468.13	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
128	610179700	8,654.55	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
129	610144566	59,286.92	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
130	200208866	66,444.31	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
131	610161748	34,321.33	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
132	610152917	73,926.59	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
133	200214729	59,535.42	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
134	200212656	51,212.08	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
135	610160247	61,933.34	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
136	610152253	47,012.56	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
137	610175870	40,685.33	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
138	610141039	134,930.17	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
139	610178711	18,854.03	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
140	610152252	56,940.39	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
141	610173509	41,187.84	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
142	610179807	9,949.37	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
143	200210996	54,569.10	Technician Sr	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
144	200211240	79,288.00	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
145	610163724	49,846.73	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
146	610146320	48,655.73	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
147	610179534	11,437.39	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
148	200207101	113,586.82	Technician II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
149	200201442	112,588.48	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
150	200212445	74,610.84	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
151	200216084	50,929.61	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
152	200210388	91,177.04	CNC Programmer I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
153	200101661	93,477.29	Gauge Calibration Keeper	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
154	200213728	88,772.23	Heat Treat Operator	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
155	200101648	104,059.53	Production Group Leader	Rexnord Industries, LLC	Downers Grove Illinois
156	200211031	85,361.87	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
157	200218143	75,868.88	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
158	610143810	56,719.51	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
159	610169966	71,852.34	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
160	200100327	77,940.18	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
161	200210968	63,231.15	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
162	200200045	101,168.68	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
163	610155349	49,040.74	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
164	610144568	60,995.52	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
165	610157368	21,356.77	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
166	200101625	101,471.12	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
167	610139289	107,202.84	CNC Programmer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
168	200212457	86,184.35	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
169	200101768	81,454.55	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
170	200201324	73,762.37	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
171	200101670	55,031.91	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
172	610171486	2,695.69	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
173	200222917	109,569.39	Tool & Die Maker	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
174	610153957	67,698.58	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
175	610143806	73,612.24	Customer Care Advocate I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
176	200101649	104,326.26	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
177	610175008	48,375.18	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
178	200220268	103,076.21	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
179	200101610	76,778.97	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
180	610169233	68,788.17	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
181	610135868	99,158.72	Quality Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
182	610153844	44,506.85	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
183	610167556	47,750.32	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
184	610175074	45,677.81	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
185	200200868	78,306.78	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
186	610172018	67,912.62	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
187	610167201	73,097.72	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Illinois
188	610159309	31,349.63	Administrative Assistant I	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
189	200101683	85,308.83	Technician Sr	Rexnord Industries, LLC	Downers Grove Aerospace Illinois

Rexnord Industries, LLC
Downer's Grove Active Employees
As of December 31, 2025

Employee Count	Employee ID	Gross Wages	Job Title	Company	Location
190	610158723	77,754.88	Heat Treat Operator	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
191	610152028	46,664.02	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
192	610139487	47,733.05	Set Up Assembly	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
193	200101877	112,708.22	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
194	200101792	125,693.79	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
195	610180111	5,064.56	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
196	200213731	93,616.03	Gauge Calibration Keeper	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
197	200212364	80,151.62	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
198	610143612	81,575.93	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
199	610155487	58,766.18	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
200	200218757	60,400.41	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
201	200104489	197,092.36	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
202	610158483	61,898.01	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
203	200101651	97,976.93	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
204	200101834	54,746.36	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
205	610157851	69,206.08	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
206	200201260	122,328.78	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
207	610176258	35,391.91	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
208	610169820	59,688.66	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
209	610161477	55,371.88	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
210	200212425	115,557.19	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
211	610180345	1,926.71	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
212	200101622	92,126.35	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
213	200102116	139,742.81	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
214	200219508	21,308.05	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
215	200104408	75,719.40	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
216	200101766	87,239.38	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
217	200219392	84,587.56	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
218	610161742	65,717.76	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
219	610159463	79,439.79	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
220	200218220	145,351.81	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
221	610142111	92,739.46	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
222	200222671	61,819.59	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
223	200218282	76,212.51	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
224	610165958	56,709.05	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
225	610141513	54,468.53	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
226	200218871	77,577.52	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
227	200101862	51,364.75	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
228	200101874	159,020.85	Customer Care Advocate III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
229	200212341	91,633.89	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
230	200101974	62,703.86	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
231	200215979	55,855.75	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
232	200220109	125,409.32	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
233	200211355	99,270.54	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
234	200201463	92,279.96	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
235	610175842	34,807.48	CNC Machinist	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
236	610144115	98,114.54	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
237	610171408	73,151.84	CNC Machinist	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
238	200211676	185,949.98	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
239	200101816	55,294.97	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
240	610179314	13,047.56	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
241	610166529	105,346.45	Quality Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
242	610161026	42,056.42	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
243	610172182	49,716.57	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
244	610178568	29,460.05	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
245	610161851	59,863.85	Administrative Assistant III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
246	200211260	93,114.49	CNC Programmer II	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
247	610179980	8,176.99	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
248	610175246	52,202.09	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
249	610179783	12,515.19	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
250	610161719	108,044.18	Tool Maker	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
251	200213841	104,230.80	Customer Care Advocate Senior	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
252	610147730	81,881.68	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois

Rexnord Industries, LLC
Downer's Grove Active Employees
As of December 31, 2025

Employee Count	Employee ID	Gross Wages	Job Title	Company	Location
253	200101634	83,554.61	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
254	200219991	84,925.32	Quality Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
255	200219144	52,576.04	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
256	200212727	65,546.98	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
257	610159036	47,102.91	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
258	200216141	81,616.12	Customer Care Advocate III	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
259	610171489	67,420.03	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
260	610145549	78,998.25	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
261	610144569	53,766.06	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
262	200222518	87,892.92	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
263	200103342	191,633.39	Production Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
264	200219729	53,839.22	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
265	610168298	84,883.61	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
266	200101972	50,167.27	Quality Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
267	610162895	59,805.60	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
268	200217979	85,706.03	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
269	610145548	90,080.49	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
270	200102057	107,329.88	Production Group Leader	Rexnord Industries, LLC	Downers Grove Illinois
271	200213747	53,796.61	Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
272	610158302	52,690.29	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
273	200101684	218,574.39	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
274	200221832	57,639.75	Quality Inspector	Rexnord Industries, LLC	Downers Grove Illinois
275	610178209	34,084.11	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
276	200104390	100,803.83	Production Group Leader	Rexnord Industries, LLC	Downers Grove Illinois
277	610156130	45,480.82	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
278	200220548	87,440.00	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
279	610137825	93,642.83	Shipper/Receiver	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
280	610178652	21,403.72	Quality Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
281	200219331	77,989.87	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
282	200219653	248,977.11	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
283	610153342	59,420.30	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
284	200101907	61,310.95	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
285	610153046	59,800.26	Quality Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
286	200101838	72,449.75	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
287	200221989	98,742.51	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
288	610166044	78,274.47	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
289	200218268	38,595.61	Assembly Lead	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
290	610177268	8,896.10	Shipping & Receiving	Rexnord Industries, LLC	Downers Grove Illinois
291	200213713	206,916.64	Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
292	610146297	91,537.65	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
293	200216348	80,150.55	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
294	200218017	106,998.12	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
295	610178714	20,348.81	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
296	200218327	96,599.52	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
297	200222524	63,486.27	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
298	200220917	74,881.73	Maintenance Technician	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
299	200217884	56,166.06	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
300	610152339	57,506.97	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
301	610174359	50,684.62	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
302	610178210	23,668.48	Grinder	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
303	610167033	58,703.37	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
304	610180355	2,094.61	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
305	200218224	61,027.04	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
306	610158407	71,714.61	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
307	610164813	62,206.31	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
308	200102121	88,978.56	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
309	610165345	57,904.16	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
310	200104067	62,451.23	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
311	200102133	188,108.48	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
312	200216872	67,923.92	Gauge Calibration Keeper	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
313	610173853	23,321.66	Production Associate	Rexnord Industries, LLC	Downers Grove Illinois
314	200104396	104,745.93	Production Group Leader	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
315	610161269	65,967.81	Quality Inspector	Rexnord Industries, LLC	Downers Grove Aerospace Illinois

Rexnord Industries, LLC
Downer's Grove Active Employees
As of December 31, 2025

Employee Count	Employee ID	Gross Wages	Job Title	Company	Location
316	610178211	20,332.35	Production Associate	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
317	610159369	72,643.09	Assembler	Rexnord Industries, LLC	Downers Grove Aerospace Illinois
		$ 26,522,249.18			
	Average	**$ 83,666.40**			

Downers Grove Grade School District 58
850 Curtiss Street, Ste. 200, Downers Grove, IL 60515
630-719-5800 Phone | 630-719-5418 Fax | www.dg58.org

Downers Grove Grade School District 58
We Envision. We Seek. We Believe.

Memorandum

To: Board of Education, Dr. Kevin Russell

From: Gregory Harris, Assistant Superintendent for Business/CSBO

Date: May 11, 2026

Re: Exclusive Broker Services Agreement

Background:
For its self-funded health insurance plans, the District carries stop-loss insurance to act as a safety net to protect the medical reserve fund when costs spike due to large claims. After a deductible of $175,000, the stop-loss carrier reimburses the District for any claims above that amount.

Administrative Considerations:
The Board's brokers at Assured Partners/Gallagher go out to the market every year to get the best deal for the District's self-funded plans. The best option available at this time is to renew with Voya. The renewal comes at a 7.5% increase over the prior year but it is the most competitive offer. Some of the competing offers were as high as 15% and included "lasers," which is a term that means the insurer identifies specific large claimants and sets deductibles at numbers far higher than $175,000 for those individuals. Despite the 7.5% number, the renewal is within $6,000 of what has been budgeted by Assured Partners/Gallagher.

Recommendation:
It is recommended that the Board approve the stop-loss insurance renewal with Voya.

Stop Loss Insurance Renewal Offer

Voya Health Solutions

Prepared for:
Downers Grove Grade School District 58

Effective Date
07/01/2026

Policy Number
750760

Excess Risk Insurance is issued by ReliaStar Life Insurance Company, a member of the Voya® family of companies.

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A member of the Voya® family of companies

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Stop Loss Proposal for Downers Grove Grade School District 58

Individual Excess Risk Insurance

Plan Description		Current	Renewal Option 1	Renewal Option 2
Plan Effective Date		July 1, 2025	July 1, 2026	July 1, 2026
Coverages		Medical, Rx	Medical, Rx	Medical, Rx
Individual Deductible		$ 175,000	$ 175,000	$ 200,000
Policy Year Maximum		Unlimited	Unlimited	Unlimited
Lifetime Maximum		Unlimited	Unlimited	Unlimited
Coverage Period		Paid in 12 Months and incurred Jul 01, 2024 or after	Paid in 12 Months and incurred Jul 01, 2024 or after	Paid in 12 Months and incurred Jul 01, 2024 or after
Benefit Percentage		100%	100%	100%
Rates Include Commissions of:		None	None	None
Endorsements				
Renewal Advantage (No New Laser)		Included	Included	Included
Renewal Rate Cap		50.00 %	50.00 %	50.00 %
Plan Mirroring		Included	Included	Included
ASO Expedited Reimbursement		Included	Included	Included
Coverage Description	**Enrollment**			
Composite	492	$ 195.74	$ 210.41	$ 190.95
Cost				
Estimated Monthly Costs		$ 96,304	$ 103,522	$ 93,947
Estimated Annual Costs		$ 1,155,648	$ 1,242,261	$ 1,127,369
% Change from Current			7.49%	-2.45%
Select Acceptance Choice			☐	☐

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Individual Excess Risk Insurance

Plan Description		Renewal Option 3
Plan Effective Date		July 1, 2026
Coverages		Medical, Rx
Individual Deductible		$ 225,000
Policy Year Maximum		Unlimited
Lifetime Maximum		Unlimited
Coverage Period		Paid in 12 Months and incurred Jul 01, 2024 or after
Benefit Percentage		100%
Rates Include Commissions of:		None
Endorsements		
Renewal Advantage (No New Laser)		Included
Renewal Rate Cap		50.00 %
Plan Mirroring		Included
ASO Expedited Reimbursement		Included
Coverage Description	**Enrollment**	
Composite	492	$ 173.53
Cost		
Estimated Monthly Costs		$ 85,377
Estimated Annual Costs		$ 1,024,521
% Change from Current		-11.35%
Select Acceptance Choice		☐

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Account Assumptions

Renewal As Of Date	April 23, 2026
Renewal Good Through	May 15, 2026
Situs State	Illinois
Claim Administrator	Aetna
Network	2026-01 Aetna ASO

Additional Contract Specifications:

- No fully insured lives are covered.
- Any FDA approved cell and gene therapies are covered under our Stop Loss policy, provided they are also covered under the group's medical plan and used for the purpose for which they were approved. This includes any new approvals that occur mid-policy year. We also exclude these high-cost claims from the following year's renewal package, helping to lower the impact of this cutting-edge care on self-funded employer costs.
- In addition to base commissions, certain brokers and/or service providers may receive compensation related to factors such as overall sales of Company products, total premium for products sold through the broker/service provider, growth in the number of customers, and retention of existing customers. Compensation and fees may also be paid to brokers and/or service providers for administrative services in connection with Company products. Please contact us if you would like additional detail on compensation and fees payable on your case.
- Quote assumes pharmacy benefits are not carved out to a separate Pharmacy Benefit Manager.
- Plan must have medical case management and utilization review.
- All claims are reported/paid in U.S. dollars.
- Any costs charged by the claim administrator for reports required to substantiate claims will be paid by the employer.
- The proposal is based on the data submitted. Any changes to this data may allow us to modify the proposal.
- We reserve the right to (i) recalculate Monthly Aggregate Factor(s) [if applicable] and Individual Excess Risk Monthly Premium Rates as shown on the Excess Risk Schedule and continue this Policy, or (ii) terminate this Policy in accordance with the Policy Termination provision of this Policy if an increase or decrease in the number of Covered Persons and Covered Dependents that exceeds 15% of the current number covered under the Employee Benefit Plan.
- Premium rates were adjusted via filed and approved underwriting discretion in consideration of the carrier reporting fees assessed by the PBM or TPA, which are directly associated with the claims information we require to administer our Policy.
- Duplication of current plan designs and contribution levels. Any changes may require an adjustment to the individual excess risk rates.
- There is no coverage for retirees.
- Rates are firm through May 15, 2026

The individual stop loss renewal is based upon the current leveraged trend factors, market conditions, plan designs and current demographic factors. The aggregate renewal is based upon the experience of the group and current trend. Any plan changes may affect this renewal and need to be disclosed prior to the renewal acceptance.

Authorized Signature _____ Date _____

Downers Grove Grade School District 58

07/01/2026

Excess Risk Insurance is underwritten by ReliaStar Life Insurance Company. Policy form RL-SL-POL-2025 (may vary by state). Exclusions and limitations are described in the policy.

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Economic Factors: Manage the Effects of Leveraged Trend (Illustrative)

Medical trend is the anticipated annual increase in the cost of medical claims from year to year. Medical costs generally increase every year through inflation, and there are many additional factors that determine the actual medical trend for a specific health plan.

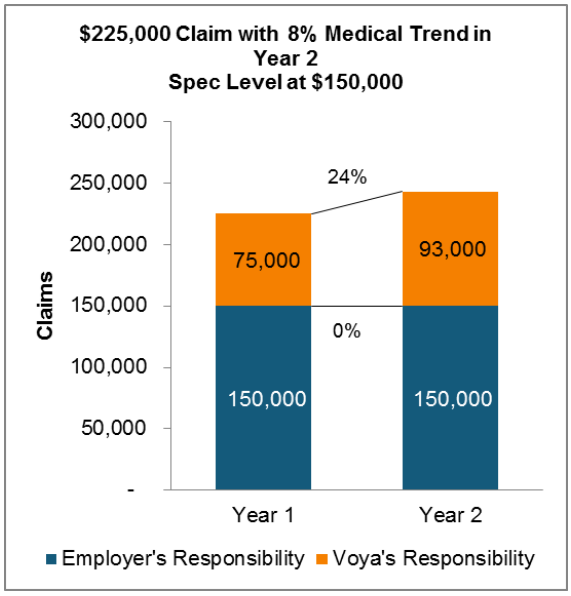
Components of medical trend include:

Plan Design	Technology	Network
Utilization Patterns	Demographics	Cost Shifting

Medical trend gets leveraged when parties responsible for medical claims do not maintain the same proportional share of the risk from year to year. Put simply, rising medical costs affect stop loss carriers differently than employers. But rather than passing our increasing risk back on to you in the form of large rate increases, we can compensate with small increases in deductibles.

Here's an example. In Year 1, the plan elects a $150,000 individual stop loss deductible. If there is an individual claim of $225,000, the first $150,000 is the employer's responsibility and the remaining $75,000 is reimbursed by the stop loss carrier.

In Year 2, assuming an 8% increase in medical costs, a claim that would have been $225,000 in Year 1 now costs $243,000. If the deductible doesn't change, the first $150,000 is the employer's responsibility and the remaining $93,000 reimbursed by the stop loss carrier. So that 8% trend produces a 24% cost increase to the stop loss carrier's claim and 0% increase to the employer.



If the stop loss deductible is left at the same dollar level year after year, the employer's risk actually decreases as a percentage of the overall claim. Conversely, the insurer's risk is increasing -- and, in response, the insurer has to increase rates well beyond medical trend.

In order to eliminate the leveraging effect, the employer should increase its individual deductible by trend each year. This essentially retains the exact same proportion of the risk.

In an effort to mitigate the effects of leveraged trend, your underwriter has included an optional quote during this year's renewal.

Excess Risk Insurance is issued by ReliaStar Life Insurance Company, a member of the Voya® family of companies.

Issued by ReliaStar Life Insurance Company
A member of the Voya® family of companies

PLAN
INVEST
PROTECT

VOYA FINANCIAL

Downers Grove Grade School District 58
850 Curtiss Street, Ste. 200, Downers Grove, IL 60515
630-719-5800 Phone | 630-719-5418 Fax | www.dg58.org

Downers Grove Grade School District 58
We Envision. We Seek. We Believe.

Memorandum

To: Board of Education, Dr. Kevin Russell

From: Gregory Harris, Assistant Superintendent for Business/CSBO

Date: May 11, 2026

Re: Exclusive Broker Services Agreement

Background:
To operate self-funded insurance plans, the Board of Education requires the support of a broker in several key areas. The broker analyzes claims data, enrollment numbers, and cost trends to help the Board make decisions regarding yearly renewals and long-term financial planning. They negotiate on the District's behalf with stop-loss insurance carriers, third-party administrators, pharmacy benefit managers, and other vendors. They support the District with compliance and regulatory guidance and act as a valuable resource based on their expertise on a large number of topics. In short, the Board's relationship with the broker is a foundational piece to the success of the District's benefits program because they provide a wealth of services that the small Business Office team cannot manage on its own.

Administrative Considerations:
Though the name of the company has changed over the years, the administration and the Health & Wellness Committee have been enjoying a very productive relationship with the same two individuals for a very long time. Many years ago, they were with Group Alternatives. Group Alternatives was bought out by Assured Partners. Assured Partners was recently acquired by Gallagher. However, the Board will notice that this contract is with Assured Partners. The reason for this is that Gallagher's legal team requires this because, despite the acquisition, Assured Partners has not been fully integrated into Gallagher's systems.

The monthly fee for these services will not increase in FY 2027. In FY 28, the increase is 3.5%, and then 3.3% in FY 29. This is a reasonable increase based on the District's expectations for CPI and new money coming in over that time period from local property taxes. This is paid from the District's medical reserve fund, not from operating funds.

Here is a breakdown of the fees for services:

FY 2027 - $87,000
FY 2028 - $90,00
FY 2029 - $93,000

Recommendation:
It is recommended that the Board approve the exclusive broker services agreement with Assured Partners for three years at the rates listed above.

EXCLUSIVE BROKER SERVICES AGREEMENT

THIS EXCLUSIVE BROKER SERVICES AGREEMENT (the "Agreement") is made as of April 27, 2026, by and between AssuredPartners of Illinois, LLC, an Illinois Limited Liability Corporation ("AssuredPartners"), located at 4350 Weaver Parkway, Warrenville, IL 60555, and Downers Grove Grade School District 58 ("Client"), located at 850 Curtiss Street, Suite 200, Downers Grove, IL 60515.

1. TERM OF AGREEMENT.

The term of this Agreement shall be from July 1, 2026, to June 30, 2029, both dates inclusive (the "Term"). Further, this Agreement (and the Term) shall be reviewed to renew for a three-year period on every other July 1, beginning with July 1, 2029. Either party may terminate this Agreement at any time during the Team by providing the other party with at least ninety (90) days' written notice. Additionally, either party may terminate this Agreement in the event of a material breach of the other party that is not corrected within fifteen (15) calendar days after written notice specifying the material breach is delivered to the breaching-party.

2. ASSUREDPARTNERS SERVICES AND CLIENT DUTIES.

Client hereby undertakes its duties and engages AssuredPartners as its exclusive independent contractor for the sole purpose of performing those services (the "Services"), and AssuredPartners accepts such appointment and agrees to perform the Services, each as set forth on **Exhibit A**.

3. COMPENSATION & EXPENSES.

During the Term, Client shall pay AssuredPartners the fees and expenses described on **Exhibit B** attached hereto and incorporated by reference for services performed pursuant to this Agreement. For all expenses AssuredPartners directly incurs for the benefit of Client, AssuredPartners shall be reimbursed at cost.

4. NOTICE.

Until changed by a party and written notice thereof is given, all notices under this Agreement shall be in writing and shall be deemed duly given when delivered, if personally delivered, or three (3) days after the date mailed if sent by registered or certified mail, return receipt requested and postage prepaid, and addressed to the parties at the addresses above.

5. TERMS AND CONDITIONS.

The terms and conditions attached as **Exhibit C** are incorporated herein by reference.

IN WITNESS WHEREOF, this Agreement has been duly executed by the parties hereto as of the date first written above.

Downers Grove Grade School District 58	**AssuredPartners of Illinois, LLC**
By: _____	By: _____
Printed: _____	Printed: MICHAEL J. BAKER
Title: _____	Title: PRESIDENT EB AP IL

Exhibit A

AssuredPartners Services

1. AssuredPartners is appointed the Exclusive Broker of Record for the lines of coverage set forth in **Schedule 1** (the "Lines").

2. AssuredPartners will assist Client, based on Client's benefit philosophy and objectives and existing programs, in developing short-term and long-range benefits strategy and employee benefit plan recommendations.

3. Where desired by Client, AssuredPartners will conduct a "request for proposal" process for some or all of the Lines.

4. AssuredPartners will assist with the Client's relationship with insurance companies on issues such as monitoring carrier/administrator performance, assisting with service issues, benchmarking and reporting data for claims and utilization, compliance with negotiated requirements, claims service and policy review.

5. Employee education and communication services via internet, CD ROM, or other electronic means. If requested, AssuredPartners will produce materials in hard copy format at additional printing cost.

Client Duties

Client will make available, as promptly and accurately as possible, such information as required for AssuredPartners to conduct its services. Client shall promptly report and communicate changes in exposure, loss-related data, and other material changes in writing to AssuredPartners. Client agrees to notify AssuredPartners as soon as possible of any proposed amendments to a plan's legal documents if such would affect AssuredPartners in the performance of its obligations under this Agreement.

Joint Duties

Client and AssuredPartners will each execute AssuredPartners standard Business Associate Agreement regarding protected health information ("PHI") and abide by such agreement.

Understandings

AssuredPartners is and shall remain an independent contractor with respect to its performance and obligations hereunder, and shall have no power to act on behalf of or bind the Client. Client acknowledges that (i) AssuredPartners shall have no discretionary authority or discretionary control respecting the management of any of the employee benefit plans; (ii) AssuredPartners shall exercise no authority or control with respect to management or disposition of the assets of Client's employee benefit plans; and (iii) AssuredPartners shall perform services pursuant to this Agreement in a non-fiduciary capacity.

AssuredPartners strives to procure insurance for all clients with insurers possessing the financial strength to perform in today's economic environment and generally rated "Excellent" by the A.M. Best professional rating agency. AssuredPartners does not guarantee the solvency of any insurers with which it places insurance. AssuredPartners encourages Client to review the publicly-available information collected by AssuredPartners to make the ultimate decision to accept or reject a particular insurer.

Schedule 1

Forms of Coverage and Effective Dates

Line of Coverage	Effective Date	Net of or With Commission
Group Medical/Rx	7/1/2026	Net of Commission
Stop Loss (Spec/Agg Coverage)	7/1/2026	Net of Commission
Group Dental	7/1/2026	Net of Commission
Group Vision	7/1/2025	Net of Commission
Long Term Disability	1/1/2025	Net of Commission
Life/AD&D	1/1/2025	Net of Commission
Other Worksite/Voluntary Benefits:		
Voluntary Life/AD&D	1/1/2025	With Commission

AssuredPartners' compensation in this Broker Services Agreement is separate and distinct from any premium amount charged by an insurance company once insurance has been placed and issued. We will strive to make any placements of the Lines net of standard commissions. If any Line you select to be written net of commissions cannot be written net of commissions, we will, to the extent permitted by applicable law, credit such standard commissions against our compensation.

Additionally, during the Term of this Agreement, you may select or require from time-to-time insurance policies or bonds not contemplated within the Services. Unless stated or agreed otherwise, our compensation shall be in the form of commissions paid out of your premiums, including any potential contingent compensation.

You may select Lines with insurance carriers that offer us contingent or bonus compensation or finance your premiums with premium finance companies offering us compensation. In such cases, we will disclose the existence of any such possibilities prior to your selection of that carrier and/or that premium finance company and that Line. You acknowledge and agree that any such revenue we may be entitled to from third parties due to contingencies, overrides, bonus commissions, and/or administrative expense reimbursements are strictly for our benefit and may be retained by us. Additionally, which may in many circumstances pertaining to contingent income require estimation as these types of arrangements are typically based on a number of factors.

You acknowledge and agree that our compensation is not conditioned upon the occurrence of any future event or condition, such as the purchase, cancellation, lapse, declination, or nonrenewal of insurance, is being charged by us for Services provided, and not by any insurance company, is not required by State law or any insurance company, and is not refundable once earned.

Other parties such as wholesale brokers, excess and surplus lines brokers, underwriting managers, managing general agents or reinsurance intermediaries may also earn and retain usual and customary commissions or other compensation for their roles in providing insurance products and services to you. If any such parties are affiliates of ours, we will also disclose the rate of compensation or amount of the commissions they will earn before you purchase the coverage.

Exhibit B

Fees and Expenses

COMPENSATION

Client will agree to pay AssuredPartners a fee for plan management services attributing to the list below and coverages indicated in Schedule 1. Additional Direct Cost Reimbursements are also indicated hereto.

Fees for Services **$7,250 per Month 7/1/2026-6/30/2027**
$7,500 per Month 7/1/2027-6/30/2028
$7,750 per Month 7/1/2028-6/30/2029

A. Health
B. Rx
C. Dental
D. Vision
E. Life/AD&D
F. Voluntary Life/AD&D
G. Long Term Disability
H. Compliance & HR Tools
I. Monthly Financials
J. Data Mining- Report
K. Benefit Guides
L. ERISA Counsel

Direct Cost Reimbursement (Client's responsibility)

A. Extraordinary ERISA legal matters

Payments shall be due monthly in advance on the first day of each month for services to be provided in the coming month and shall be deemed fully earned when due.

If Client's operations change substantially by merger, acquisition, expansion, or other material change in scope and nature of exposure, losses and/or insurance program, Client and AssuredPartners will negotiate in good faith to revise the fees as appropriate.

In some instances, insurance placements made by AssuredPartners on behalf of Client may require the payment of other premium taxes and/or fees in addition to the premium itself. AssuredPartners will make every effort to identify any such tax and/or fee in advance, but in all instances the payment of these taxes and/or fees will remain the sole responsibility of Client.

Exhibit C

TERMS AND CONDITIONS

1. CONFIDENTIALITY COVENANT

The services and work product provided by AssuredPartners hereunder are provided for the exclusive use of Client, and such services, data, recommendations, proposals, reports, and similar information and work product provided by AssuredPartners (the "Confidential Information") are not to be distributed to, used by, or relied upon by other parties without the written agreement of AssuredPartners. All information provided by Client, including its payroll, employee and claims info shall remain the property of Client.

The Confidential Information shall be and remains the absolute and exclusive property of AssuredPartners and/or its affiliates and is a unique and variable asset of AssuredPartners and/or its affiliates, and no copies thereof shall be made without the written permission of AssuredPartners.

Client agrees that it will not, during the term of this Agreement and for two (2) years thereafter, directly or indirectly communicate, divulge, or otherwise disclose any Confidential Information to any person, firm, or corporation and shall prevent, to the best of Client's ability, the disclosure of such Confidential Information to others. The provisions of this Agreement shall survive the termination of this Agreement.

2. INDEMNIFICATION

Client agrees to indemnify and hold harmless AssuredPartners and its officers, directors, employees, and agents ("Indemnitees") against any and all amounts paid or incurred (including reasonable attorney's fees) in connection with third party claims against any Indemnitee resulting from any breach of this Agreement, any act or omission constituting negligence, willful misconduct, or breach of fiduciary duty by an officer, director, or employee of Client in connection with this Agreement, or any matter otherwise arising out of the Services rendered by AssuredPartners hereunder.

3. REPRESENTATIONS, WARRANTIES AND COVENANTS

Each of the parties hereto warrants and represents that it has the authority, corporate and otherwise, to enter into this Agreement and perform in accordance with the terms hereof.

Client acknowledges that AssuredPartners, in providing the Services hereunder, will rely upon information provided by Client. Client covenants such information will be true and correct when provided.

4. MISCELLANEOUS PROVISIONS

a. Assignment. This Agreement shall be binding upon the parties hereto and their respective successors and assigns; provided, however that neither this Agreement nor any of the rights or obligations hereunder shall be assigned by the Client without AssuredPartners' prior written consent.

b. No Waiver. Neither party's waiver of the other's breach of any term, covenant or condition contained in this Agreement shall be deemed to be a waiver of any subsequent breach of the same or any other term, covenant or condition in this Agreement.

c. Headings. The headings appearing in this Agreement are inserted only as a matter of convenience and in no way define, limit, construe or describe the scope or intent of any article or section of this Agreement.

d. Survival. The covenants contained in, or liabilities accrued under this Agreement which, by their terms, require their performance after the expiration or termination of this Agreement shall be enforceable notwithstanding the expiration or other termination of this Agreement.

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

f. Severability. If any provision of this Agreement shall be determined to be invalid or unenforceable, the remaining provisions of this Agreement shall not be affected thereby, and every provision of this Agreement shall remain in full force and effect and enforceable to the fullest extent permitted by law.

g. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

h. Entire Agreement. This Agreement, and the materials incorporated herein by reference, constitute the entire agreement between the parties. There are no promises or other agreements, oral or written, express or implied, between the parties other than as set forth in this Agreement. No change or modification of, or waiver under, this Agreement shall be valid unless it is in writing and signed by duly authorized representatives of Client and AssuredPartners.

i. Change in Law. The parties acknowledge and agree that it is their mutual intent to perform this Agreement in compliance with applicable law, including, without limitation, state insurance laws. In the event a change or development in law, advisory opinion, or interpretation or clarification of law ("Change in Law"), by a governmental agency or court of competent jurisdiction, prohibits or restricts the services, the manner or method of rendering the services, or the manner or method of paying for the services, to be provided under this Agreement, the parties agree to amend this Agreement in a manner consistent with such Change in Law. If this Agreement is not so amended by the effective date of such change, either party may terminate this Agreement as of such effective date.

Downers Grove Grade School District 58
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Downers Grove Grade School District 58
We Envision. We Seek. We Believe.

Memorandum

To: Board of Education, Dr. Kevin Russell

From: Gregory Harris, Assistant Superintendent for Business/CSBO

Date: May 11, 2026

Re: Exclusive Broker Services Agreement

Background:
For the annual audit of the District's finances, the Board of Education has enjoyed a healthy and productive relationship with Miller Cooper & Co. for many years. However, the administration learned in the winter that Miller Cooper was dissolving the sector of its business that worked in public sector audits. As such, a process was conducted for the purpose of finding a new auditing firm to work with the District, starting with Fiscal Year 2026.

Administrative Considerations:
The administration sought proposals from all of the auditing firms that serve school districts in DuPage County. After weighing a number of different factors–including but not limited to qualifications, methodology, reputation, and cost–the administration has decided to recommend that the Board of Education engage in a new partnership with Sikich. As an added bonus, the partner who will be directing the audit will be the same partner at Miller Cooper who previously worked with the District. Her institutional knowledge and experience offer the Board of Education continuity in the auditing process, while her new team at Sikich brings new perspectives to the work.

Here is a breakdown of the fees over the next three years:

FY 2026 Audit - $47,500
FY 2027 Audit - $49,400
FY 2028 Audit - $50,000

Recommendation:
It is recommended that the Board accept the proposal for auditing services from Sikich.



Auditing Services



Submitted:

SIKICH CPA LLC

Betsy Allen
CPA
Principal
630.328.2768
betsy.allen@sikich.com

Lindsey Fish
CPA
Principal
630.210.3142
lindsey.fish@sikich.com

1415 W. Diehl Rd., Suite 400
Naperville, IL 60563

SIKICH®

Downers Grove Grade School District 58

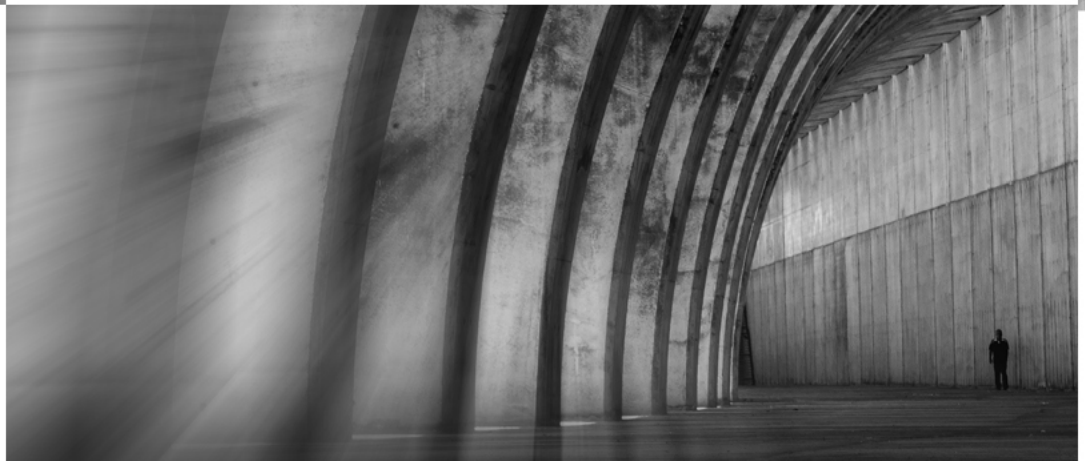


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Transmittal letter

April 13, 2026

Dr. Gregory Harris
Assistant Superintendent for Business/CSBO
Downers Grove Grade School District 58
Via email to: **gharris@dg58.org**

Sikich is pleased to be considered for the appointment as independent auditors for Downers Grove Grade School District 58 (the District). We believe that our qualifications, experience and expertise are clearly distinguishable as indicated in the following proposal. The expertise we possess in the local government and school district industry is demonstrated by our clients' successes, our staff's involvement in the industry and our leadership roles in various government associations. Our clients receive the quality and timeliness only available from a company of our caliber.

We have received the Request for Proposal and are prepared to commit the resources necessary to provide services to the District. We will not only perform the audit, but we will also provide governmental accounting and financial reporting expertise and technical assistance throughout the year. We understand the scope of the work to be performed, and the timing requirements as specified in the Request for Proposal and are committed to performing the specified services within that timeframe.

We appreciate the opportunity to present this proposal, which is a firm and irrevocable offer for 60 days and look forward to the possibility of serving the District.

Sincerely,

Betsy Allen, CPA
Principal
630.328.2768
betsy.allen@sikich.com

Lindsey Fish
Principal
630.210.3142
lindsey.fish@sikich.com

Executive summary

Your Sikich team's priority is to strengthen Downers Grove Grade School District 58 by providing best-in-class services and serving as a trusted advisor to the District. We'll achieve this by combining customized solutions with our team's deep expertise and the latest tools and technology to achieve long-term success, as you define it.

Understanding your current challenges

We understand that you are looking to partner with a company that will keep up with the ever-changing standards of the Governmental Accounting Standards Board. We have decades of experience serving the local government industry and look forward to the opportunity to partner with you to help meet your objectives and to drive your organization forward.

Defining your future success

Your success is our success, and collaboration is at the core of our work. Our priority is to serve as your trusted advisor and provide meaningful advice and support to your accounting function. The strategies we outline in this proposal are uniquely crafted for you, as we believe they will produce meaningful results and position your organization for success.

Get to know us

Sikich is top 30 Certified Public Accounting firms according to Inside Public Accounting and a top 10 value-added reseller of technology products by Bob Scott's Insights' Top 100 VARs List. Our success has been achieved through our quality service for clients and our investments in our team.

By prioritizing talent and supplying them with innovative technology, your team will be responsive and informed of the challenges you encounter. Your engagement team is comprised of senior-level local government experts that will stop at nothing to exceed expectations and help your organization succeed.

Scope

Our scope of services is outlined in this proposal. In addition to these services, we're committed to a synergistic, lasting relationship with the District.

Here to help you uncover success

Sikich combines deep industry knowledge, dedicated client service and cutting-edge technology to drive results for our clients. Our team of more than 2,000 experts – serving clients globally and across all 50 states – offers a range of professional services to support any need. We look forward to uncovering solutions to your challenges and supporting the lasting success of the District.

Sikich experts

We like solving complex problems. More importantly, we bask in the ability to help our clients thrive.

When your success depends on working with a qualified and dedicated team, you can trust Sikich. Your team is completely dedicated to serving the local government industry, ensuring that we understand your challenges and what it takes to realize success. The District will receive unparalleled levels of expertise, insights, and responsiveness from a team of senior professionals who have extensive experience working with local government entities.

We make every effort to recruit the best and retain quality staff. We have been named as a Best Place to Work by Crain's Chicago Business for several years and has been certified as a 2025 Great Place to Work® in both the U.S. and India, marking the fifth consecutive year the company has earned this accolade nationally and the second year it's been awarded globally. Downers Grove Grade School District 58 will benefit from our employee retention by reducing transition time between years, saving you money and time.

Your key engagement team members will be supported by staff on the company's local government team. Please refer to the Exhibits section to read biographies of the engagement team for the District.



Betsy Allen, CPA ENGAGEMENT PRINCIPAL

Betsy will be the primary point of contact for the District and will be directly responsible for all aspects of the engagement. Because we are committed to building a long-term relationship with the District, Betsy will be actively involved in all phases of the audit process and will be available as a resource to the District throughout the year.



Bradley Johnson, CPA AUDIT SENIOR MANAGER

Bradley will work directly alongside the engagement principal as the secondary point of contact for the District. Bradley will be responsible for leading the assurance team and coordinating all assurance efforts.



Gina King, MPA AUDIT SENIOR MANAGER - SINGLE AUDIT

Gina will work directly alongside the engagement principal as the secondary point of contact for District's Single Audit. Gina will be responsible for leading the compliance team and coordinating all assurance efforts.



Matthew Geerdes, CPA, MBA QUALITY CONTROL PRINCIPAL

The quality control principal will provide a second review of the audit workpapers and the District's annual comprehensive financial report.



Lindsey Fish, CPA RESOURCE PRINCIPAL

Lindsey will be available to the engagement team and serve as an additional resource for District.

Additional professional staff

Other professional staff assigned to the engagement will be full-time employees of the company. In addition, all professional staff assigned to government engagements meet CPE requirements contained in the U.S. Government Accountability Office, Government Auditing Standards (2018/2024). Moreover, our government staff possess a specific knowledge of local government accounting and reporting requirements and their application for local governments. This is achieved by attending at least 40 hours per year of a combination of external and internal courses.

This enables our company to staff our governmental engagements with qualified professionals in the industry, providing valuable services to our governmental clients during the audit and throughout the year. We can assure you that our professional staff will not need any "on the job accounting or financial reporting training" by your staff. Moreover, we can assure the District the quality of staffing for a multi-year engagement.

Statement of independence

Sikich has evaluated its independence from the District in accordance with generally accepted auditing standards, the Governmental Auditing Standards, 2024 revisions, published by the U.S. General Accounting Office, and the AICPA Code of Professional Conduct. Based upon our evaluation, Sikich is free of any personal and external impairment with respect to the District and is independent with respect to any non-attest services provided to the District, both in fact and in appearance to any knowledgeable third party.

License to Practice

Sikich CPA LLC is a licensed Public Accountant Limited Liability Company in Illinois (license #066.005528). All the principals assigned to this engagement are licensed Certified Public Accountants (CPAs) in Illinois.

Our references

What is it like to work with our team? Ask our clients:

- Open and honest lines of communication
- Professional
- Easy to communicate with; easy to work with
- Reliable and dependable
- Full-service and service-oriented
- Friendly, comfortable
- Local; location is key
- Trustworthy
- Technical knowledge and functional expertise
- Thorough, focused
- Continuity of the team; they know us
- Helpful

Similar engagements with other government entities

The following is a list of engagements previously performed, similar to the engagement proposed for the District.

References
Ms. Diana McCluskey *Chief School Business Official* **Community Consolidated School District No. 15** Phone 847.963.3032 **mccluskd@ccsd15.net**
Mr. Brian T. Johnson *Director of Finance* **Crete-Monee School District No. 201-U** Phone 708.367.8324 **johnsonbr@cm201U.org**
Mr. Josh Aurand *Assistant Superintendent of Business and Operations* **Harlem School District No. 122** Phone 815.654.4500 **josh.aurand@harlem122.org**
Jennifer Porter *Chief School Business Official* **Community Unit School District 303** (331) 228-5086 **jennifer.porter@d303.org**
Kimberly Rio *Assistant Superintendent for Finance and Operations* **Northbrook School District 27** (847) 498-2610 ext. 5117 **rio.k@nb27.org**

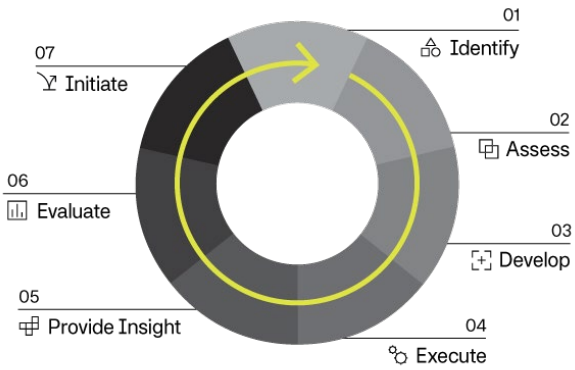
If you're ready to define your future success with the help of Sikich, ask our references about these qualities that set Sikich apart.

Our client service approach

Collaboration is a two-way street

- We work closely with you from the start. From setting expectations to executing the plan and preparing for next year, communication and collaboration are always front and center.
- Our approach starts with obtaining an understanding of your expectations and your operational and strategic objectives. We will design our approach to exceed your expectations.
- Our experience to ensure that your engagement is tailored to the risks inherent in your organization and the environment in which you operate, with eyes on identifying financial and operational improvements.
- Communication is key to collaboration; we will seek to avoid any surprises and keep you appraised of progress and any findings on a timely basis.

Client Service Cycle



Our audit approach

At the core of our business, we have been and always will be an organization with a focused audit methodology supported by a robust technology platform. We're proud to boast the latest technological resources, world-class subject-matter experts and sought-after credentials to support your audit team.

Measure twice and cut once. Sound planning on the front-end of the engagement allows our team to plan and create efficiencies that benefit you. Our multi-faceted approach will begin prior to your year-end with certain preliminary and planning procedures, such as internal controls assessment and documentation, tests of controls and audit correspondence. The conclusion of our planning efforts will be the development of detailed audit programs for all significant elements of the financial statements, as well as significant compliance matters. Our detailed audit programs will include procedures designed to obtain maximum audit efficiencies. The second phase, our substantive fieldwork, will be performed after year-end on a schedule that is flexible to your needs and reporting requirements.

Sikich's audit approach includes, but is not limited to, the following procedures:

- Audit plan development
- Determination of materiality
- Audit risk evaluation
- Interviews with management to provide information for detailed documentation of the internal control structure
- Interviews and analysis of audit evidence to identify and assess risks that may result in material misstatement due to fraud
- Measurement of accounting presentation and compliance reporting by identifying and focusing on areas sensitive to organizations like the District
- Performance of testing to evaluate your organization's internal control structure
- Confirmation of various accounts, performance of substantive testing and analytical procedures

Audit standards

The objective of our audit is to issue an unmodified opinion on the District's governmental activities, each major fund and the aggregate remaining fund information that collectively comprise the District's basic financial statements. The audit will be conducted in accordance with generally accepted auditing standards as set forth by the American Institute of Certified Public Accountants, and, if necessary, generally accepted government auditing standards issued by the United States Government Accountability Office (GAO, 2024), the Single Audit Act of 1996 and the Uniform Guidance (if applicable). We will issue an opinion on the basic financial statements and will subject the combining and individual fund financial statements and schedules and any other supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America and will provide an opinion on it in relation to the financial statements as a whole.

In addition, we will apply certain limited procedures to the Required Supplementary Information. These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

We will not audit the introductory or statistical sections of the annual comprehensive financial report and accordingly, will not express an opinion on the information contained in these sections.

Wherever possible, we will utilize your schedules to maximize efficiencies and contain audit costs. We request that the District provide us with the basic information required for our audit.

Practical and constructive management letter comments

We believe the management letter is an important part of the engagement, and we encourage all members of our engagement team to give thoughtful consideration toward developing constructive comments within the constraints of the overall engagement. Our policies regarding management letters adhere to the Professional Standards of the AICPA. If significant deficiencies and material weaknesses in internal controls are noted during the audit, they are required to be communicated in writing to those charged with governance. Items of an immaterial nature (i.e., clerical problems, minor procedures or reporting problems, etc.) are communicated to management. In both cases, we adhere to a strict company policy that all comments and recommendations are discussed in preliminary form with appropriate personnel prior to their communication. This allows for clarification of misunderstandings, miscommunication or compensating controls or factors which may be in place.

Quality control

At Sikich, we are committed to providing the highest quality audits in the industry. The District can be assured of receiving the highest level of quality and ethical professional services. Quality control is so important to us that our company has been a member of the Private Companies Practice Section of the Division for CPA Firms of the AICPA since our formation in 1982. As such, we have voluntarily submitted our audit and accounting practice to quality control reviews of our compliance with professional standards as established by the AICPA and, more recently, by the United States Government Accountability Office, for more than 30 years. Since our company's inception, our CPA firm and its predecessor parties have received unmodified ("Pass") peer review reports. As required by professional standards, we undergo a peer review every three years.

A "Pass" peer review report is the highest level of recognition conferred upon a public accounting firm for its quality control systems. Also, we go beyond the external reviews and maintain strong internal reviews of procedures and processes with oversight by our Quality Assurance Committee. Please refer to the Exhibits section for a copy of our most recent peer review which included a review of specific government engagements since this accounts for a significant segment of our practice.

In addition, our reports have been reviewed by numerous federal and state oversight bodies and professional organizations. Sikich has not been the subject of any disciplinary action or inquiry during the past five years. Sikich is a member of the AICPA's Governmental Audit Quality Center (GAQC), which is a company-based voluntary membership center designed to promote the importance of quality governmental audits and the value of these audits to purchasers of government audit services. As a member of the GAQC, Sikich has access to key information and comprehensive resources that we use to ensure our compliance with appropriate professional standards and laws and regulations that affect our audits. Through our membership in the GAQC, we also adhere to membership requirements designed to enhance the quality of our audit practice.

Why Sikich

We stand out in our industry, and we are proud of that fact. What started in humble beginnings as a small accounting firm has grown into an industry-leading, technology-enabled company of the future. And we're not letting off the gas.

In short, here's what we bring to you:

Industry experience

Sikich's local government team provides services to more than 450 government sectors. Many of these have been long-standing clients and are evidence of our dedication to the local government industry and our ability to provide high quality, timely services within this specialized industry. These clients and related work have enabled our company to develop an extensive nationally recognized expertise in governmental accounting, auditing and financial reporting procedures and practices.

Senior members of our government services team presently hold memberships and are actively involved in numerous governmental organizations, including:

- **AICPA Government Audit Quality Center**
- **American Institute of Certified Public Accountants (AICPA)**
- Central Association of College and University Business Officers (CACUBO)
- **GFOA Special Review Committee (SRC)**
- Government Finance Officers Association of Missouri (GFOA-MO)
- **Government Finance Officers Association of the United States and Canada (GFOA)**
- **Illinois CPA Society Governmental Report Review Committees**
- **Illinois Government Finance Officers Association (IGFOA) Technical Accounting Review Committee**
- Illinois Association of County Board Members and Commissioners (IACBMC)
- Illinois Association of Fire Protection Districts (IAFPD)
- Illinois Association of Park Districts (IAPD)
- **Illinois Association of School Business Officials (IASBO)**
- Illinois City/County Management Association (ILCMA)
- Illinois County Treasurers' Association (ICTA)
- **Illinois CPA Society (ICPAS)**
- **Illinois Government Finance Officers Association (IGFOA)**
- Illinois Library Association (ILA)
- Illinois Municipal Treasurers Association (IMTA)
- Illinois Parks and Recreation Association (IPRA)

Access to senior resources

You will gain confidence in your operations by working with a team of articulate professionals who have received the highest recognition in their fields. To demonstrate the importance of our relationship, we pledge to provide you with unparalleled access to our most senior resources. Our principals are available year-round for direct consultation as issues arise.

360-degree view

Many professional services companies look alike, but we pride ourselves in being different. We bring 360 degrees of business acumen to our approach, which means you have access to experts in a multitude of disciplines. Our teams don't just care about providing timely work product, we care about your organization's goals, your legacy, your people—and we have a deep bench of experts to help with any challenge you have. Nothing makes us happier than seeing our clients succeed and your organization flourish.

A company rooted in core values

Our dynamic work culture fosters continued learning, growth and innovation. We recruit and retain quality team members that move us forward. Sikich's culture is built on a flexible, trusting work environment and the key pillars of Absolute Integrity, Bias for Action, Continuous Innovation and Servant Leadership. We believe our people are our greatest asset and work hard to ensure that all team members feel empowered, comfortable and valued.

Access to education

The District will remain aware of regulatory changes and best organizational practices as Sikich's team receives ongoing continuing education they will directly apply to the District's engagement. We accomplish this by anticipating your needs based on our experience with you and your industry and using a variety of communication channels: timely responses to your questions; informal discussions; thought leadership on topics of interest to you; and relevant seminars, all of which are complimentary for our clients. Past topics of thought leadership have included:

- Governmental Accounting and Financial Reporting Update
- GASB Statement No. 87 Leases
- GASB Statement No. 94, Public-Private and Public-Public Partnerships and Availability Payment Arrangements
- GASB Statement No. 96, Subscription- Based Information Technology Arrangements (SBITA)
- GASB Statement No. 100, Accounting Changes and Error Corrections
- GASB Statement No. 101, Compensated Absences
- GASB Statement No. 102, Risk Disclosure
- GASB Statement No. 103, Financial Reporting Model Improvements
- Accounting & Report for Cash and Investments
- Preparing a Management's Discussion and Analysis
- Capital Assets including Asset Retirement Obligations and Impairments
- Long-Term Debt and Leases
- Financial Reporting Entity
- Accounting for Insurance and Employee Benefits
- Payroll Reporting for Government Entities
- Year-End Payroll Updates
- Fraud and Internal Controls
- Fraud and Cybersecurity in the Remote Environment

It's personal for us

We approach every engagement with a dedicated team, built from our deep bench of industry experts and designed for optimal performance. We treat our clients like family and build relationships that survive the test of time. Don't believe us? Ask our clients!

Experience in government operations

Because of our large, diverse client base and our ability to attract talent from a variety of professional backgrounds, Sikich has an established reputation as one of the leading providers of professional services governmental entities. Our team of professionals specializes in the management, operations and financing of general-purpose local governments. This focus and our exemplary reputation assure the District of the highest quality work and the most cost-effective delivery of services.

Our proactive approach

One of our strengths at Sikich is our need to be proactive. We find potential issues before you have to worry about them, because we're ready with a solution.

Initiative for a smooth transition for the District

Your transition to Sikich will be a non-disruptive one. Your Sikich team has directed the transition of many new clients and will bring this experience to the District engagement team. Your engagement team will have continuous, hands-on involvement in what we consider an important relationship with the District. We have many ways of achieving this transition such as:

- Developing an agreed-upon timetable for deliverables and following up regularly on their progress
- Utilizing concise audit programs, eliminating unnecessary audit steps and preparing audit schedules and workpapers
- Using existing client materials to the greatest extent possible

Initiative for customized solutions

One-on-one, you will receive customized solutions based on your unique needs, and only your unique needs. You will find that achieving financial stability and growth, as well as uncovering new opportunities to improve performance, is possible through the strategies that Sikich experts will recommend and on which they will educate you.

After a more thorough review of your operations, we may uncover other opportunities. As part of our ongoing service and commitment to the District, we keep you informed of regulatory changes and best practices to ensure we identify crucial opportunities that will benefit the District.

Initiative for your satisfaction

The District's success is built upon the quality services and value you feel you receive from Sikich, which is why we will continually gauge your satisfaction to enhance our relationship. At various checkpoints during the engagement, a Sikich representative will meet with you to discuss how satisfied you have been with our services, our team and the value we provide. Areas stressed during these meetings will include:

- What can we do to make our services more valuable to you?
- What specific part of our service exceeded your expectations?
- In which areas do you feel we need improvement?
- Do you feel like a valued client?
- What is your vision for the District?

Scope of services

We'll bring you the team and the process to deliver results, aiming to exceed expectations every step of the way.

Our scope and fees are clear, up-front and always fair. **We propose to provide the following services to the District as specified in the RFP:**

- Audit of basic financial statements of the District.
- Preparation of ten (10) bound copies and an electronic, searchable copy (pdf) of the Annual Financial Report;
- Preparation of two (2) bound copies and an electronic copy (.pdf) of the Annual Financial Report (ISBE Form 50-35) filed with the Illinois State Board of Education;
- Preparation of ten (10) bound copies and an electronic copy (pdf) of the management letter for the District, communicating any material weaknesses and significant deficiencies found during the audit and our recommendations for improvement, if applicable;
- Preparation of two (2) bound copies and an electronic copy (.pdf) of the Single Audit Report;
- Preparation of Data Collection Form to be submitted to the Federal Audit Clearinghouse;
- Preparation of in-relation to opinion on the Consolidated Year-End Financial Report (CYEFR) and assistance with CYEFR;
- Retain workpapers for seven (7) years in accordance with company standards;
- Reporting to the Board of Education in accordance with generally accepted auditing standards; and
- Exit conference(s) with the District Officials to present the completed audit and related materials.

Client service timeline (FY 2026)

TIMEFRAME	EVENT	PERSON(S) ASSIGNED
	Preliminary planning	
May	We will meet with representatives of the District to discuss the approach we will take during the audit, focusing on areas of particular concern to the District as well as areas of high audit risk, and develop the time schedule for completing the subsequent phases of the audit.	The meeting will be attended by the engagement principal and engagement manager, if necessary.
	Preliminary fieldwork	
May/June	We will develop an understanding and documentation of the District's accounting and administrative controls using its accounting procedures manual, EDP documentation and by interviewing staff. We may perform compliance testing of those controls to determine which controls, if any, that we could rely on during later phases of the audit. Sample sizes will be determined during this phase and generally will range between 25 and 60. We will develop our planning materiality on an opinion unit basis and complete a preliminary analytical review of the District's financial position as a whole. We will: Review all minutes from the meetings of the Board of Park Commissioners; review key agreements adopted by the District during the year. Review any debt agreements entered during the year and analyze any other unique transactions entered into by the District Perform our fraud interviews in accordance with auditing standards. Finalize all necessary confirmations the District will prepare Review all proposed client assisted work papers and the timing of preparation by the District Develop our audit programs for the next phase of the audit and review and document any changes to the District's annual comprehensive financial report Prepare the schedule for the remainder of the audit.	This phase will be completed by the engagement principal, engagement manager and one professional staff.

Client service timeline (FY 2026)

TIMEFRAME	EVENT	PERSON(S) ASSIGNED
Fieldwork		
September	We will complete all of our substantive testing of the account balances and prepare the draft of the District's financial statements with a rough draft of the financial statements provided to the District at the conclusion of field work. We will also prepare the draft of the management report. An exit conference will be held with officials from the District to discuss the preliminary results of the fieldwork, review any proposed audit adjustments, final adjusted trial balances that agree to the financial statements and any significant findings.	This phase will be completed by the engagement principal, engagement manager and one to two professional staff.
Workpaper review and report production		
September/October	The workpapers, drafts of all financial reports and the management letter will be reviewed by the resource principal and the quality control principal. All workpapers are reviewed by the engagement principal during phase III to ensure that all necessary information is compiled during this phase to avoid imposing upon the District's staff after fieldwork has been completed.	This phase will be completed by the engagement principal, resource principal and the quality control principal.
Drafts delivered		
October/November	We will deliver a preliminary draft of the Annual Comprehensive Financial Report at the end of fieldwork. A revised draft will be delivered by the engagement principal and reviewed in-depth with representatives of the District within three weeks of the preliminary draft. A revised draft, if necessary, will be delivered to the District no later than three business days after receiving all proposed changes.	This phase will be completed by the engagement principal.

Client service timeline (FY 2026)

TIMEFRAME	EVENT	PERSON(S) ASSIGNED
	Completion of audit	
November	Upon approval of the drafts by the District, we will present the signed, bound copies of the annual comprehensive financial report, the management letter and the additional reports described in this proposal. The engagement principal will be available for meetings with representatives of the District including the District President, the Board of Park Commissioners and management for formal presentations of the reports.	This phase will be completed by the engagement principal.
	Ongoing support to Downers Grove Grade School District 58	
Ongoing	Our company does not believe that the engagement ends with the exit conference. We stress that we are available throughout the year to provide technical accounting and financial reporting assistance and support to the District. In addition, we constantly monitor recent events in the local government industry, including new pronouncements that may impact our government clients, and communicate the effect of any proposed changes throughout the year. Moreover, our letter of recommendations each year will alert the District to any new pronouncements that may become effective in the next one to three years, including the potential effect that the pronouncement may have on the financial position and/or changes in the financial position of the District.	This phase will be completed by the engagement principal.

Specific audit approach

Identification of potential audit problems

Our company's approach to resolving any problems that arise during the audit is the same as our overall approach to the audit – professionalism. Professionalism in performing the audit is the cornerstone to our philosophy during all phases of the audit. Any problems encountered during the audit, except for irregularities and illegal acts, will be discussed and documented with Superintendent of Business Services. The timing of this discussion will provide the District with ample time to rectify any situations that may otherwise result in the issuance of a qualified audit opinion. Irregularities and illegal acts detected or of which we become aware of will be communicated in writing to Superintendent of Business Services or the appropriate level as defined in our professional standards.

Our company's philosophy on additional fees and/or billings is based on an understanding between Sikich and the client of the scope of the work to be performed. We have proposed a "not-to-exceed fee" for the audit, the scope and timing of which was specified by the District .The billings for the audit will not exceed this fee unless the District specifically requests that the scope of the engagement be expanded and the District and Sikich reach a mutual agreement, in writing, as to the expanded scope of the engagement and the fee, if any, for the expanded scope.

Sikich will comply with all relevant rules and regulations of authoritative bodies and the AICPA Code of Professional Conduct regarding access to our working papers and audit documentation. Reasonable requests for access will not be denied.

Fee proposal

Our fees for the years ending June 30, 2026-2028, are as follows:

Deliverable	Fee
Audit of the financial statements of the District – FY26	$47,500
Audit of the financial statements of the District – FY27*	$49,400
Audit of the financial statements of the District – FY28*	$50,000

**Note: Sikich will issue annual Statements of Work – the fees for 2027 and 2028 are presented for the District's consideration.*

These fees assume that the District will provide the auditors with electronic copies of adjusted trial balances by individual funds, a year-to-date general ledger with details of postings to all accounts, subsidiary ledgers that agree or are reconciled to the general ledger and will prepare certain schedules of account analysis and confirmations of account balances.

We invoice our clients on a monthly basis as services are provided. Payments for all services are due in accordance with applicable state statutes.

If the District requires assistance with implementing GASB pronouncements or any other additional services outside the scope of the audit fees these non-audit services will be billed at the following hourly discounted rates, subject to change each January 1:

Effective January 1, 2026	Fee
Principal	$350
Director	$300
Senior Managers	$275
Managers	$215
Senior Staff	$135
Staff	$115

In the event the District requires minimal non-audit services (such as new leases, SBITA's) are necessary in connection with this engagement, such services will be performed without additional charge.

Additional resources & services

With a comprehensive suite of services, our areas of expertise are often complementary to one another. How else can we help you strengthen your organization?

Many times, the challenges for which you enlist Sikich's help may be faced more effectively by integrating several of our services. Take a look at what we offer and talk to your engagement principal about how these services may complement what you are already seeking.

Dispute advisory

Disputes of any kind or size can be difficult to handle on your own. For example, what will happen if you began suspecting employee fraud within your organization? A dispute advisory expert can handle every aspect, from insurance claim preparation and consulting with law authorities, to creating a fraud prevention program and improving your organization's internal controls.

The Agency at Sikich

Position your brand for optimal coverage across your client base, industry and target audience all while telling a captivating story that builds relationships and enhances customer retention. From design and website development to media coverage and product launches, your organization deserves ample opportunity to boost brand awareness and reach a wide range of future, long-term consumers. Sikich will be familiar with Downers Grove Grade School District 58 and slated to speak in your language to your clientele.

Technology: IT services

Staying ahead of, or even simply keeping up with, continually changing and complex technological developments can be challenging, especially in the time of AI. Our team of experts can offer business management software, cloud solutions, strategic information technology and IT consulting to drive Downers Grove Grade School District 58 toward increased productivity and profits.

Technology: security and compliance

Keeping Downers Grove Grade School District 58 safe from data breaches and other information security concerns is critical, especially given the vast number of organizations that have been compromised in the last couple of years. Understand where the vulnerabilities in your network lie by obtaining independent, unbiased and technically qualified security assessments—from penetration testing to forensic analyses.

Proposal exhibits

We know you likely have many more questions for us. Take a look at the attached documents for additional information about Sikich and those who will work with you.

Engagement team biographies

Betsy Allen, CPA
Bradley Johnson, CPA
Gina King, CPA
Matthew A. Geerdes, CPA, MBA
Lindsey Fish, CPA, CFE

Local government resources

Local government services overview

Listing of school district clients

Company snapshot

Peer review

SIKICH



Location:
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Betsy Allen

CPA

Principal

Betsy Allen brings nearly three decades of experience serving school districts and other governmental entities, specializing in governmental and local government practice. With a deep commitment to public sector excellence, Betsy leverages her expertise to guide state and local governments through complex financial and operational challenges. She is known for her pragmatic approach, blending bold vision with practical solutions that drive results for her clients. Betsy's day-to-day work centers on helping organizations navigate regulatory requirements, optimize their financial strategies, and foster transparency and accountability.

Throughout her career, Betsy has actively contributed to professional development and technical committees, including the Illinois Association of School Business Officials (IASBO) Professional Development Committee and the IGFOA Technical Accounting Review Committee. Her passion for advancing the industry is evident in her involvement with key associations and her dedication to continuous improvement. Betsy's leadership and collaborative spirit inspire confidence and empower her clients to achieve their goals.

Service areas

- State and local governments
- Governmental/local government
- School districts and other governmental entities

Education & certifications

- Bachelor's degree, Purdue University
- Certified Public Accountant (CPA)

Awards

- Corporate Woman of Achievement Award, NAWBO Chicago

Affiliations

- Corporate Woman of Achievement Award, NAWBO Chicago
- Illinois CPA Society
- American Institute of Certified Public Accountants
- Illinois Association of School Business Officials (IASBO)
    - IASBO Professional Development Committee – Accounting, Auditing and Financial Reporting
    - IASBO PDC Task Force
- Illinois Government Finance Officers Association (IGFOA)
    - IGFOA Technical Accounting Review Committee

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Bradley Johnson

CPA, MAS

Senior Manager

Bradley Johnson, CPA, is a senior audit manager at Sikich, where he provides assurance and advisory services to a variety of governmental entities and manufacturing and distribution companies. Bradley is also responsible for managing the execution of audit engagements, supervising the audit team, and preparing and reviewing financial statements.

Location:

Naperville, IL

P: + 1(630) 328-7902

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bradley.johnson@sikich.com

Service areas

- Audit and assurance services
- Governmental audit and accounting
- Governmental financial reporting
- Manufacturing and distribution services

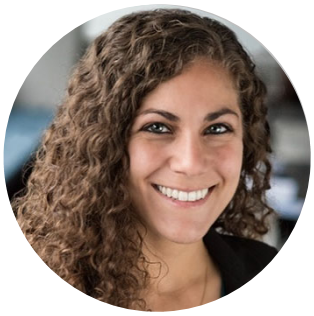
Affiliations

- Illinois CPA Society
- Illinois Government Finance Officers Association
- American Institute of Certified Public Accountants
- Metro West Council of Government

Education

- Bachelor's Degree in Accounting, Bradley University
- Master's Degree in Accountancy, Bradley University

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Location:
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Gina King

MPA

Senior Manager

Gina King, MPA, is a senior audit manager at Sikich with experience auditing a variety of industries including governmental entities and not-for-profit organizations. Specifically, Gina specializes in serving community colleges, school districts, and villages. She has worked in the public accounting industry since 2014 and is responsible for performing key audit procedures and internal control evaluations, report preparation, and the supervision of audit fieldwork teams.

Service areas

- Assurance and advisory services
- Governmental audit, accounting
- Governmental financial reporting
- Not-for-profit audit, accounting

Affiliations

- Illinois CPA Society
- Illinois Government Finance Officers Association

Education

- Bachelor's Degree in Accounting, Illinois State University
- Master of Professional Accountancy, Illinois State University

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Location:
Naperville, IL
+ 1 (630) 364-7968
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Matthew A. Geerdes

CPA, MBA

Principal

A principal at Sikich, Matt Geerdes, CPA, MBA, is a public accounting leader with over 24 years of experience providing auditing and consulting services. Matt works closely with entities in the government and not-for-profit sectors, including municipalities, state agencies and state universities, community colleges, school districts, special districts, and educational foundations. He regularly serves as a subject-matter expert on specific accounting topics pertaining to the Governmental Accounting Standards Board and the Financial Accounting Standards Board, authoring technical whitepapers and accounting memos, instructing educational courses on accounting and auditing topics, communications with standard setters and speaking at industry events across the country.

Before joining Sikich, Matt spent years providing and leading public sector audit and consulting engagements at a large public accounting firm.

Service areas

- Government services
- Not-for-profit services

Affiliations

- American Institute of Certified Public Accountants (AICPA), member
- Illinois CPA Society, Member & Chair, Government Report Review Committee member
- Illinois Association of School Business Officials, Member, Accounting & Audit Professional Development Committee
- Government Finance Officers Association, Member, Special Review Committee
- Illinois Government Finance Officers Association, member
- Wisconsin Government Finance Officers Association, member
- Lemont High School Educational Foundation, Treasurer
- Releve Dance Company Boosters Club, Inc., Treasurer
- RiskLink.org Charitable Foundation, Treasurer

Education & certifications

- Master of Business Administration, Finance, Lewis University
- Bachelor of Arts, Accounting, Lewis University
- Certified Public Accountant (CPA)

Awards

- Distinguished Service Award, Illinois CPA Society, 2021
- Above and Beyond Award, Illinois Association of School Business Officials, 2021

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Location:
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lindsey.fish@sikich.com

Lindsey Fish

CPA

Principal

Lindsey Fish, CPA, is an audit principal at Sikich with extensive experience serving public-sector organizations. Since beginning her career with the firm in 2013, she has worked with a wide range of governmental entities, including municipalities, counties, community and park districts, school districts, and other special districts, providing audit and advisory services.

Lindsey is actively involved in several professional organizations. She is a member of the Illinois CPA Society and the Illinois Government Finance Officers Association, where she serves as Regional Coordinator for the Rock River Region Chapter and contributes to the Conference Planning Committee. She also participates in the Illinois Association of School Business Officials through her roles on the Service Associate Advisory Committee and the Accounting, Auditing & Financial Reporting Professional Development Committee.

Lindsey frequently speaks to finance and government audiences on topics related to accounting, auditing, and internal controls.

Service areas

- Governmental audit & accounting
- Governmental financial reporting

- Illinois CPA Society
- Illinois Government Finance Officers Association
  - Regional Coordinator for the Rock River Region Chapter
  - Conference Planning Meeting Committee member
- Illinois Association of School Business Officials
  - Service Associate Advisory Committee member
  - Accounting, Auditing & Financial Reporting Professional Development Committee member

Education

- Bachelor's Degree in Accounting, Illinois State University

Local government resources

SIKICH®



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Sikich practices in an alternative practice structure in accordance with the AICPA Professional Code of Conduct and applicable law, regulations, and professional standards. Sikich CPA LLC is a licensed CPA firm that provides audit and attest services to its clients, and Sikich LLC and its subsidiaries provide tax and business advisory services to its clients.

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Local government services

SIKICH®

ACCOUNTING & AUDIT SERVICES



Government agencies experience increasing pressure to be more effective, efficient and transparent.

As a government leader, you know how important it is to find a professional services partner that can strategize, plan and implement solutions to meet the goals of your organization.

Services Sikich provides

- Accounting, audit, assurance & tax
- Business valuation
- Fraud services for governments
- ERP & CRM software
- Insurance services
- IT services
- Marketing & communications
- Pension fund accounting & Consulting services
- Retirement planning

Whether you represent a general purpose local government or special district, Sikich will help you meet your goals by providing professional guidance in your accounting, marketing, human resources, technology and other advisory functions.

Experience unparalleled commitment and high-quality, timely services when you partner with the experts at Sikich. For more than 30 years, we have provided:

- A highly skilled staff and management team entirely dedicated to government services
- An in-depth understanding of the governmental fiscal, management, operating and regulatory environments
- Timely and cost-effective service delivery

Who we serve

Our government clients represent a wide range of industry sectors including:

- Counties
- Cities
- Villages
- Townships
- Other special districts
- Pension plans
- Park districts
- Forest preserve districts
- Public libraries
- Community colleges
- School districts
- Water authorities
- Water reclamation districts

Local government audit leader

Anthony Cervini, CPA, CFE
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Why select Sikich?

Our team works with units of local government like yours to provide the resources required to help you focus on managing your organization, while we take care of everything behind-the-scenes.

SIKICH®

Our experts



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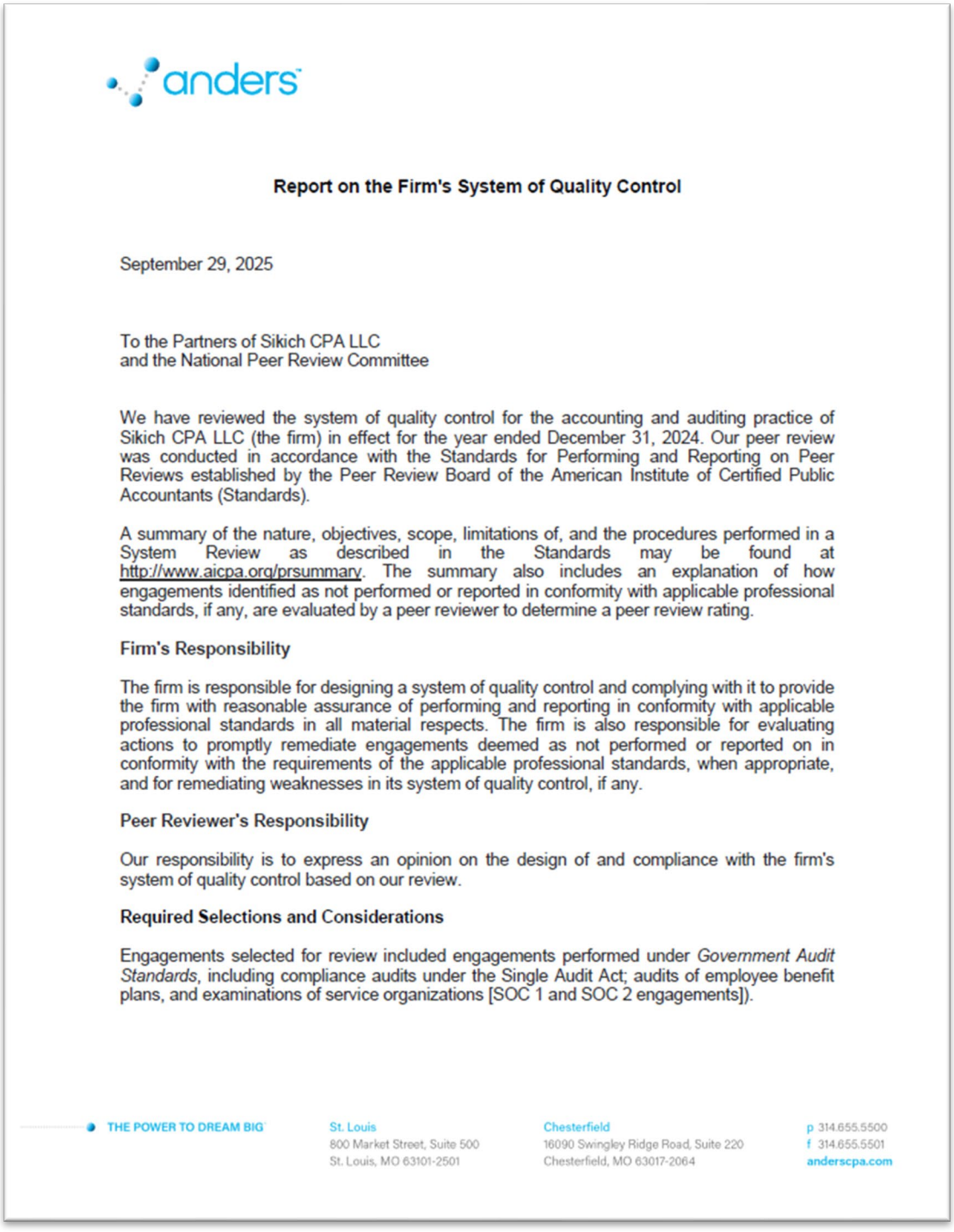
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Listing of Illinois School District Clients

We have included a sample of our current Illinois K-12 school district client list for your reference:

- Harvard Community Unit School District No. 50
- Freeport School District No. 145
- North Palos School District No. 117
- Frankfort School District No. 157-C
- Gower School District No. 62
- Lincoln-Way Area Special Education District No. 843
- River Grove School District No. 85.5
- Crete-Monee School District No. 201-U
- Harlem School District No. 122
- Maercker School District No. 60
- J. Sterling Morton High School District No. 201
- Kirby School District No. 140
- Danville School District No. 118
- North Boone Community Unit School District No. 200
- Community Consolidated School District No. 168
- Argenta-Oreana School District No. 1
- Community Consolidated School District No. 15
- Bloom Township High School District No. 206
- Chicago Heights School District No. 170
- Williamsville-Sherman Community School District No. 15
- Meredosia Chambersburg School District No. 11

Peer review



anders

Report on the Firm's System of Quality Control

September 29, 2025

To the Partners of Sikich CPA LLC
and the National Peer Review Committee

We have reviewed the system of quality control for the accounting and auditing practice of Sikich CPA LLC (the firm) in effect for the year ended December 31, 2024. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a System Review as described in the Standards may be found at http://www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility

The firm is responsible for designing a system of quality control and complying with it to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported on in conformity with the requirements of the applicable professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of and compliance with the firm's system of quality control based on our review.

Required Selections and Considerations

Engagements selected for review included engagements performed under *Government Audit Standards*, including compliance audits under the Single Audit Act; audits of employee benefit plans, and examinations of service organizations [SOC 1 and SOC 2 engagements]).

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As part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Sikich CPA LLC in effect for the year ended December 31, 2024, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)* or *fail*. Sikich CPA LLC has received a peer review rating of *pass*.

Anders Minkler Huber & Helm LLP

ANDERS MINKLER HUBER & HELM LLP
Certified Public Accountants
St. Louis, Missouri



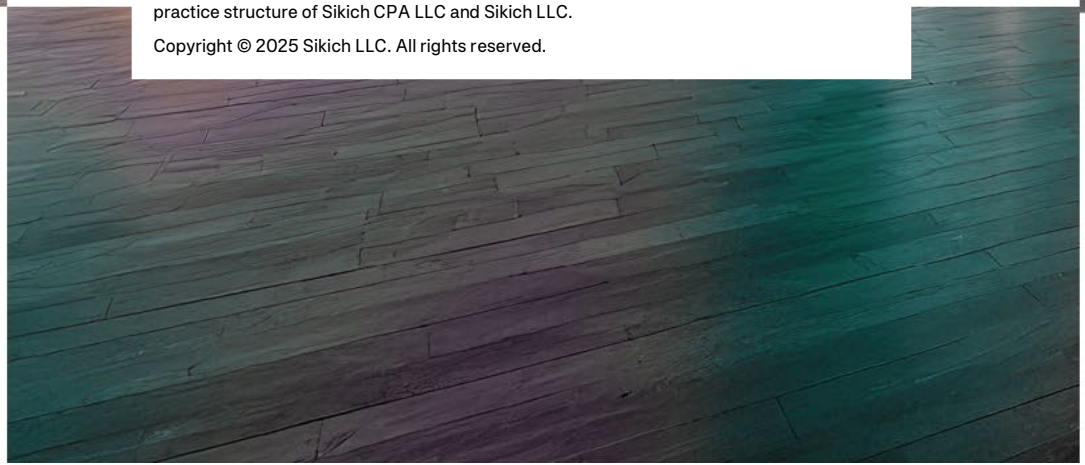




Thank you

Sikich is a global company specializing in technology-enabled professional services. With more than 2,000 employees, Sikich draws on a diverse portfolio of technology solutions to deliver transformative digital strategies. From corporations and not-for-profits to local governments and federal agencies, Sikich clients utilize a broad spectrum of services and products to help them improve performance and achieve long-term, strategic goals.

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Date: 5/11/26

To: Board of Education, Dr. Kevin B. Russell

From: Geoff Neustadt, Assistant Director of Buildings and Grounds

RE: Surplus Equipment

Surplus Equipment

Background

The District is looking to sell items that are no longer within their useful life. The items are:

- 2012 Chevy CNG van
- Racks of metal folding chairs
- 14 used window air conditioners
- Various new & used motors
- Used milk coolers
- Fuel caddy
- 1000 9th-generation iPads

Administrative Considerations

The process for selling District equipment begins with the Board of Education declaring the equipment as surplus equipment. Items are then posted on Public Surplus for auction.

Recommendation

It is recommended that the Board of Education designate as surplus equipment the items listed in this memo.