



LINCOLNSHIRE – PRAIRIE VIEW SCHOOL DISTRICT 103

1370 N. Riverwoods Road • Lincolnshire, Illinois 60069

847/295-4030 • FAX 847/295-9196

<http://www.d103.org>

BOARD OF EDUCATION AGENDA

MAY 21, 2019

The Regular Meeting of the Board of Education of Lincolnshire-Prairie View School District 103 will be held on Tuesday, May 21, 2019 at 5:00 PM in the Learning Center of Daniel Wright Junior High School, 1370 N. Riverwoods Road, Lincolnshire, Illinois.

- A. Call to Order and Roll Call
Time: 3 Hours 30 Minutes
- B. Pledge of Allegiance
- C. Community Participation
- D. Approval of Minutes 3
- E. Consent Agenda
 - 1. Approval of Bills 18
 - 2. Approval of School Donations 55
 - 3. Approval of Employment Actions 56
 - 4. Approval of Resignations 96
 - 5. Approval of Administrator Contracts/Salaries 98
 - 6. Approval of Classified Salary Increases 203
 - 7. Approval of Final School Calendar 2018-2019 204
 - 8. Approval of Asbestos Abatement Bid 207
- F. Discussion Items
 - 1. Tentative Budget FY 20
 - 2. Daniel Wright Facility Improvement Project 209
- G. Information
 - 1. Board Representatives Committee Update
 - 2. Written Department Updates
 - a. Business Office 210
 - 1) Treasurer's Report 228
 - 2) Enrollment 234
 - b. Facilities 236
 - c. Curriculum and Instruction, Student Services, Technology and Assessment 237

d. Superintendent's Informational Report	241
H. Old Business/New Business	
I. In The Press	252
J. Community Participation	
K. Executive Session for Board 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	
Time: 3 Hours	
L. Adjournment	



Lincolnshire-Prairie View School District 103

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BOARD OF EDUCATION REGULAR MEETING MINUTES

Tuesday, April 23, 2019

The Board of Education of Lincolnshire-Prairie View School District 103 held its Regular meeting on Tuesday, April 23, 2019 in the Learning Center of Daniel Wright Junior High School located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Chris Curtis
Malathy Dwaraknath
Marissa Grossenbach
Michael Odongo

Absent: Liang Yang

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Katie Reynolds, Assistant Superintendent for Curriculum & Instruction
RJ Bialk, Director of Technology & Assessment
Scott Gaunky, Director of Facilities
Dr. Gina Finaldi, Director of Student Services
Margaret Van Duch, District Communications Coordinator
Michelle Blackley, Principal Daniel Wright Junior High School
Norma Taylor, Board Secretary

Public: 0

Press: 0

Staff: 1

Call to Order and Roll Call

Mrs. van Gerven called the meeting to order at 7:11 p.m.

Pledge of Allegiance

Community Participation

State Representative Dan Didech addressed the Board to introduce himself and some information about upcoming legislative issues.

Approval of Minutes

Motion by Mrs. Harper, seconded by Mrs. Dwaraknath, to approve the minutes of the March 19, and April 9, 2019 meetings.

Roll Call: Ayes: Curtis, Dwaraknath, Grossenbach, Harper, Odongo, van Gerven. Nays: None. Abstain: Curtis April 9, Dwaraknath March 19. Motion carried.

Recognition of Mr. Christopher Curtis, Board Member

Mrs. van Gerven recognized Mr. Curtis and expressed her gratitude for his many years of service on the Board of Education. She highlighted that during his tenure, the Board developed a strong financial position that helped support the population growth, buildings expansion and reorganization, and new curricular programing.

Dr. Warren acknowledged some of the changes and initiatives that occurred during Mr. Curtis' service on the Board, such as and reconfiguring grade levels in moving Grade 5 to Half Day School, changing school start times, implementing K-8 Spanish program, creation and implementation of the strategic plan, supporting efforts on diversity and equity, and many other initiatives all while keeping an eye on staying fiscally responsible to all of the constituents. Dr. Warren thanked Mr. Curtis for his service and for his voice of compassion and reason for what is good and right for students and staff and families.

Mr. Curtis thanked everyone for their kind words, his fellow board members, and past board members some of whom are in the audience, and he thanked his family for their support. He noted four areas he felt proud of. The full day kindergarten program, K-8 world language program, participation in contract negotiations, and hiring Dr. Warren. He encouraged the Board and Administration to consider the long-term financial position of the District when discussing the facility project at Daniel Wright.

Dr. Warren presented Mr. Curtis a plaque as a remembrance of his service on the Board of Education.

Reception

A reception was held in honor of Mr. Curtis and his 12 years of service on the Board of Education.

Board Organizational Meeting

Oath of Office

Board members recited the Oath of Office together.

Elect Officers and Establish Meetings

Mrs. Dwaraknath was nominated for the office of President Pro Tem.

Mrs. Harper nominated Mrs. van Gerven for the office of President. No further nominations were brought forward. Mrs. Dwaraknath declared Mrs. van Gerven elected to the office of President for a 2-year term to expire in April 2021.

Mr. Odongo nominated Mrs. Harper for the office of Vice President. No further nominations were brought forward. Mrs. van Gerven declared Mrs. Harper elected to the office of Vice President for a 2-year term to expire in April 2021.

Mrs. Dwaraknath moved that Norma Taylor be appointed to serve as the Secretary to the Board of Education. No objections were brought forward.

Mrs. Dwaraknath moved that Patrick Palbicke be appointed to serve as the Treasurer to the Board of Education. No objections were brought forward.

Mrs. Dwaraknath moved that the Board of Education approve its meeting schedule for 2019-2020 as presented. No objections were brought forward.

Voice Vote: All ayes. No nays.

Mrs. van Gerven welcomed Mrs. Hashemi to the Board of Education.

Consent Agenda

Motion by Mrs. Grossenbach, seconded by Mrs. Harper, the Board approve the following items on the Consent Agenda:

Approval of Bills
Approval of School Donations
Approval of Employment Actions
Approval of Resignation
Approval of Staffing Plan 2019-2020
Approval of Field Trip

Roll Call: Ayes: Dwaraknath, Grossenbach, Harper, Odongo, van Gerven. Nays: None. Abstain: Hashemi. Motion carried.

Discussion Items

1. Preliminary Budget FY 20

Mr. Palbicke provided the preliminary budget for fiscal year 2020. A short discussion was held. He noted the Tentative budget will be presented for review at the May meeting.

2. Daniel Wright Facility

Dr. Warren reviewed upcoming planning and user group meetings scheduled with Lake County and the Village of Lincolnshire. Discussions currently involve water retention and Riverwoods Road. Further information will be shared as the meetings continue.

Information

Board Representatives Committee Update

Board members provided verbal reports of the PTO meeting, Learning Fund Foundation, and the SACEE meetings.

Departmental Updates

No further discussion on department updates.

Superintendent Report

Dr. Warren provided his Superintendent report.

Old Business/New Business

No business was brought forward.

Community Participation

There was no community participation at this time.

Executive Session

Motion by Mrs. Harper, seconded by Mrs. Dwaraknath, the Board go into Executive Session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; student disciplinary cases; and the placement of individual students in special education programs and other matters relating to individual students.

Roll Call: Ayes: Dwaraknath, Grossenbach, Harper, Odongo, van Gerven. Nays: None. Abstain: Hashemi. Motion carried.

The Board moved into Executive Session at 8:13 p.m.

Open Session

The Board reconvened to Open Session at 8:30 p.m.

The Board discussed the residency verification process.

Adjournment

Motion by Mrs. Harper, seconded by Mrs. Dwaraknath, to adjourn.

Voice Vote: All ayes. No nays. Motion carried.

The meeting adjourned at 8:33 p.m.

President Board of Education

Secretary Board of Education

Lincolnshire-Prairie View School District 103

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BOARD OF EDUCATION EXECUTIVE SESSION MINUTES

Tuesday, April 23, 2019

An Executive Session of the Board of Education of Lincolnshire-Prairie View School District 103 was held on Tuesday, April 23, 2019, in the Learning Center of Daniel Wright Junior High School located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Malathy Dwaraknath
Marissa Grossenbach
Rana Hashemi
Michael Odongo

Absent: Liang Yang

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Norma Taylor, Board Secretary

Executive Session convened at 8:16 p.m. to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; student disciplinary cases; and the placement of individual students in special education programs and other matters relating to individual students.

Student Disciplinary Cases

Dr. Warren informed the Board of 8th grade student Tobi Barrett Smith who was suspended for bullying.

Placement of individual students in special education programs and other matters relating to individual students

Dr. Warren updated the Board on the residency matter of students Brandon Durietz-Leahy and Juliet Durietz-Leahy whose parents have been under investigation for living outside the district's boundaries.

Personnel

Dr. Warren informed the Board of bus driver, Darren Black, who submitted his resignation earlier today after it was found he failed a drug test.

Open Session

Motion by Mrs. Harper, seconded by Mrs. Dwaraknath, to return to Open Session.

Voice Vote: All ayes. No nays. Motion carried.

The meeting reconvened to Open Session at 8:30 p.m.

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BOARD OF EDUCATION COMMITTEE OF THE WHOLE MEETING MINUTES

Tuesday, May 7, 2019

The Board of Education of Lincolnshire-Prairie View School District 103 held its Committee of the Whole meeting on Tuesday, May 7, 2019 in the Learning Center of Daniel Wright Junior High School located at 1370 N. Riverwoods Road, Lincolnshire, Illinois.

The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Malathy Dwaraknath
Marissa Grossenbach
Rana Hashemi-Haeri
Michael Odongo
Liang Yang

Absent: None

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Katie Reynolds, Assistant Superintendent for Curriculum & Instruction
Scott Gaunky, Director of Facilities
Ann Hofmeier, Principal Laura B. Sprague School
Jen Arroyo, Assistant Principal Laura B. Sprague School
Jill Mau, Principal Half Day School
Michelle Blackley, Principal Daniel Wright Junior High School
Margaret Van Duch, Communications Coordinator
Norma Taylor, Board Secretary

Public: 0

Press: 0

Staff: 2

Call to Order and Roll Call

Mrs. van Gerven called the meeting to order at 7:03 p.m.

Recognition Ceremony

Daniel Wright Students Achievements

Mrs. van Gerven welcomed the community to the Recognition Ceremony to honor various Daniel Wright Junior High School clubs, staff retirements, and years of service awards. Dr. Warren highlighted the remarkable achievements and successes that many Daniel Wright students experienced this year. Each coach shared their team's accomplishments and introduced their team members. The groups recognized were Battle of the Books, History Bee, Geography Bee, 7th and 8th Grade Math Team, Science Bowl, Scholastic Bowl, Science Fair, Science Olympiad, Wrestling, and Special Olympic State Qualifiers.

Staff Retirees

Dr. Warren congratulated the following retiring staff members: Michael Mol, 31 years of service, Amy Belford 30 years, Cathy Nasenbeny 29 years, Rodney Owens 27 years, Nancy Fencl 25 years, Ann Voermans 14 years, Helena Thompson 13 years. Nancy Borkman 11 years and Penny Williams 6 years. Each retiree was presented a keepsake and certificate.

Years of Service Awards

Dr. Warren presented the years of service awards to the following staff members: 10 years for Lisa Cole, Dario Colin, Lori Kiley, Sueanne Kim, Cheryl Marsala, Christine Moffat, Carolyn Okmin, Andrew Paulausky, Carol Smith, Amanda Toomey, Steven Turini, and Erinn Vincent. 15 years for John Edwards, Kirsten Frantom, Jaime Gagamov, Laura Lunardi, Jill Mau, and Elizabeth Walker. 20 years for Greg Mueller, Kristine Rickert, Wendy Rood, and Christopher Walsh. 25 years for Carrie Dwyer. 30 years for Amy Belford, Amy Hull, Hung Quan, and Susan Vani. 40 years for Michael Kriese. Each awardee was presented a certificate and years of service pin.

A brief reception was held in honor of all those recognized.

Community Participation

There was no community participation at this time.

Discussion Items

1. Special Education Staffing Plan Update

Dr. Warren discussed the recommendation for the 2019-2020 school year. Dr. Finaldi provided a memo reviewing recent trends in Early Childhood, Enrollment Data comparisons for the past six years, and the staffing recommendations for the early learners. Discussion was held of coordinating the timing of special education staffing requests to align with the March staffing requests, the number of classroom associates, and the location of the classrooms.

2. Administrator and Classified Staff Salary Increases

Dr. Warren provided his recommendation for administrator and classified salary increases, and the transportation department, for the 2019-2020 school year. He noted the increases are consistent with the consortium and Lake County district raises. This would come for Board approval at the next meeting.

3. Daniel Wright Facility Improvement Project

Dr. Warren summarized discussions with the Village of Lincolnshire and the Lake County Department of Transportation regarding Riverwoods Road and storm water detention. He reviewed options for facility improvement for Daniel Wright Junior High School for the Board’s discussion. Option #1 showed 2 story construction and renovation with District Office space on 2nd story, Option #2 showed 1 story construction and renovation with the office moving offsite, Option #3 showed renovation of existing building and office moving offsite, and Option #4 was to purchase available property of 119 acres and constructing new buildings.

Discussion was held of the four options. Board members agreed to tour an available office space to accommodate the District Office. Consensus was to pause on Option 1 and pursue Option 3 at this time.

4. Board Retreat

Dr. Warren and the Board discussed a summer training session with a representative from Illinois Association of School Boards.

Community Participation

There was no community participation at this time.

Executive Session

Motion by Mrs. Harper, seconded by Mrs. Dwaraknath, the Board go into Executive Session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; and the purchase or lease of real property for the use of the public body.

Roll Call: Ayes: Dwaraknath, Grossenbach, Harper, Hashemi, Odongo, Yang, van Gerven.
Nays: None. Abstain: None. Motion carried.

The Board moved into Executive Session at 9:09 p.m.

Open Session

The Board reconvened to Open Session at 10:38 p.m.

Board members discussed the solar presentation from the April 9, 2019 meeting; and classified salaries, and staff tutoring with students.

Adjournment

Motion by Mrs. Dwaraknath, seconded by Mrs. Harper, to adjourn.

Voice Vote: All ayes. No nays. Motion carried.

The meeting adjourned at 10:46 p.m.

President Board of Education

Secretary Board of Education

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BOARD OF EDUCATION EXECUTIVE SESSION MINUTES

Tuesday, May 7, 2019

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The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Malathy Dwaraknath
Marissa Grossenbach
Rana Hashemi
Liang Yang
Michael Odongo

Absent: None

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Scott Gaunky, Director of Facilities
Norma Taylor, Board Secretary

Executive Session convened at 9:17 p.m. to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; and the purchase or lease of real property for the use of the public body.

The Purchase or Lease of Real Property

Dr. Warren reviewed property located at 680 Barclay Boulevard, Lincolnshire, IL for the possible use of the District Office. Discussion was held of purchasing or leasing this property, its location, and its additional uses for storage.

Mr. Gaunky left the meeting at 9:45 p.m.

Personnel

Dr. Warren informed the Board of Michelle Blackley and R.J. Bialk who are enrolled in doctorate programs and have requested additional tuition reimbursement beyond what is currently offered. Discussion was held and Dr. Warren will provide further information to the Board regarding tuition reimbursement and bonus provided upon completion of the program.

Open Session

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, to return to Open Session.

Voice Vote: All ayes. No nays. Motion carried.

The meeting reconvened to Open Session at 10:38 p.m.

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BOARD OF EDUCATION SPECIAL MEETING MINUTES

Tuesday, May 13, 2019

The Board of Education of Lincolnshire-Prairie View School District 103 held a Special meeting on Monday, May 13, 2019 in the 680 Barclay Boulevard Building, Lincolnshire, Illinois.

The following Board Members were in attendance:

Anne van Gerven, President
Kate Harper, Vice President
Malathy Dwaraknath
Marissa Grossenbach
Rana Hashemi-Haeri
Liang Yang

Absent: Michael Odongo

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Scott Gaunky, Director of Facilities
Gina Finaldi, Director of Student Services
Norma Taylor, Board Secretary

Public: 3

Press: 0

Staff: 0

Call to Order and Roll Call

Mrs. van Gerven called the meeting to order at 12:35 p.m.

Facility Discussion and Review

The Board toured the facility at 680 Barclay Boulevard, Lincolnshire, Illinois to review as possible location for the District Office. Darryl Silverman and Brendan Green from Colliers Real Estate, and Mason Hezner from Brown Commercial Group were present and conducted the tour.

Executive Session

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, the Board go into Executive Session to discuss the purchase or lease of real property for the use of the public body, the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, and student disciplinary cases.

The Board moved into Executive Session at 1:00 p.m.

Open Session

The Board reconvened to Open Session at 2:00 p.m.

Adjournment

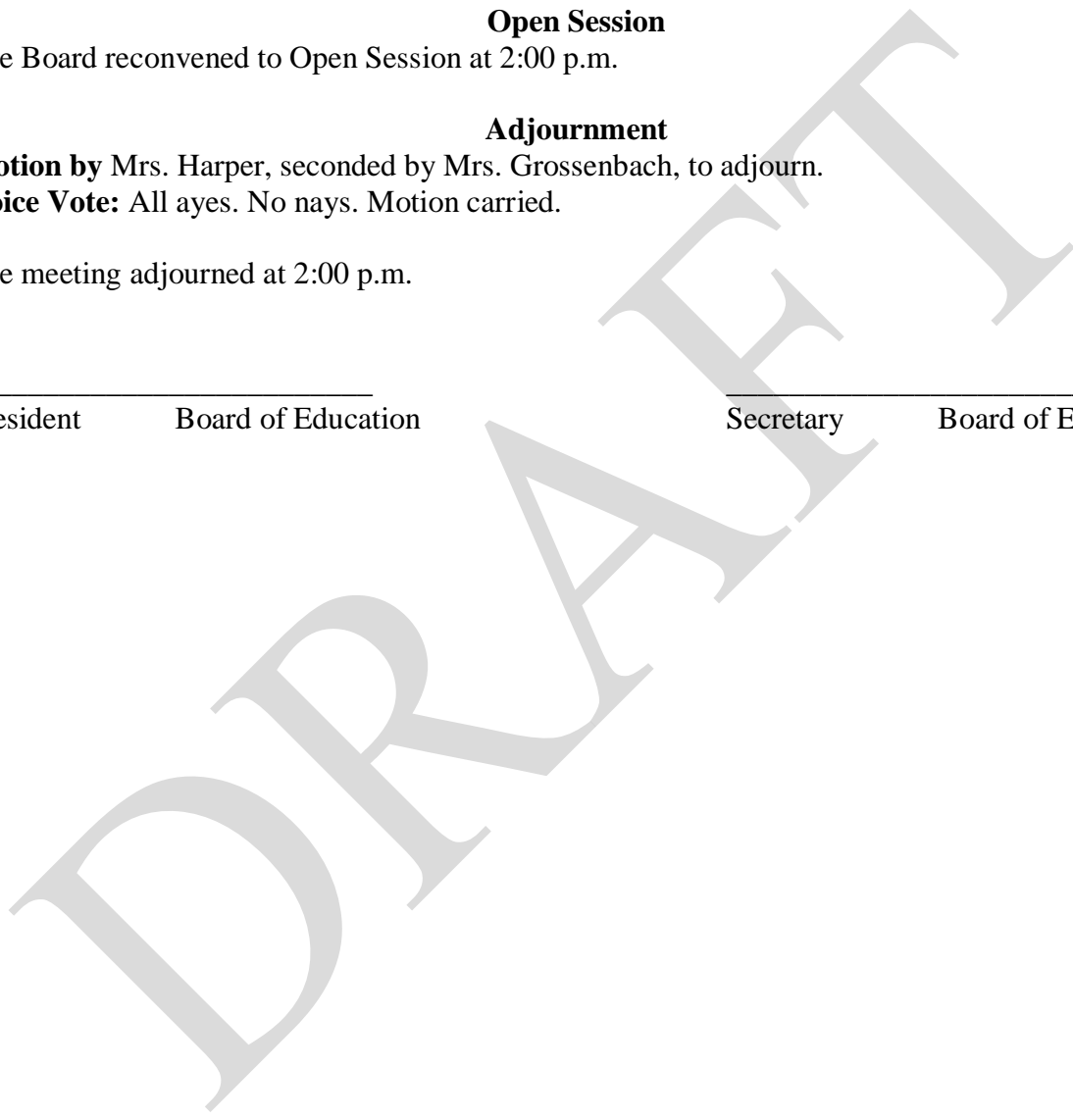
Motion by Mrs. Harper, seconded by Mrs. Grossenbach, to adjourn.

Voice Vote: All ayes. No nays. Motion carried.

The meeting adjourned at 2:00 p.m.

President Board of Education

Secretary Board of Education



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Kate Harper, Vice President
Malathy Dwaraknath
Marissa Grossenbach
Rana Hashemi
Liang Yang

Absent: Michael Odongo

Also present:

Dr. Scott Warren, Superintendent
Patrick Palbicke, Assistant Superintendent for Business/CSBO
Scott Gaunky, Director of Facilities
Gina Finaldi, Director of Student Services
Norma Taylor, Board Secretary

Executive Session convened at 1:05 p.m. to discuss the purchase or lease of real property for the use of the public body, the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, and student disciplinary cases.

Student Disciplinary Cases

Dr. Warren informed the Board of Kitana Barrett Smith, 7th grade student, who brought a pellet gun to school on Friday, May 10, 2019. Lincolnshire police were notified immediately of the incident and worked closely with the school to ensure the safety of all students and staff. At no time was anyone in danger and no threats were made to students or staff. The student was taken to the hospital and admitted for therapeutic care. Due to this incident and for safety concerns, the administration conducted a locker search of Toby Barrett Smith, 8th grade student and brother of Kitana. The search produced a box cutter and an e-cigarette vapor item of which both are in violation of school rules and regulations. Toby has received an out of school suspension for the violations.

Mrs. Dwaraknath left the meeting at 1:25 p.m.

The Purchase or Lease of Real Property

Discussion was held of the tour of 680 Barclay Boulevard, Lincolnshire, Illinois and the possible use for District Office space and for District storage. The Board’s consensus was for the administration to work with the representatives from Colliers Real Estate to pursue an offer for purchase.

Personnel

Dr. Warren informed the Board of Troy Windler, 103 Club Supervisor, who has been placed on leave due to inappropriate behavior/communication with an underage 103 staff member.

Open Session

Motion by Mrs. Harper, seconded by Mrs. Grossenbach, to return to Open Session.

Voice Vote: All ayes. No nays. Motion carried.

The meeting reconvened to Open Session at 2:00 p.m.

President Board of Education

Secretary Board of Education

Bills Payable (Fund Summary)

Printed: 5/15/2019 2:15 PM
Lincolnshire-Prairie View SD #103

Fund Code	Description	Amount
10	Education Fund	191,806.87
20	Oper, Build, & Maint Fund	62,171.45
40	Transportation Fund	5,750.63
60	Capital Projects Fund or Fund Group	122,409.02
Report Total		<u><u>\$382,137.97</u></u>

Bills Payable by Account

Printed: 5/15/2019 2:16 PM
Lincolnshire-Prairie View SD #103

Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
10-1100-112							
Education Fund							
	03727	TEACHERS PAY TEACHERS	BUILDING SUPPLIES	5	317.99		0
					Total:	<u>\$317.99</u>	
					Fund: 10	<u>\$317.99</u>	
					Account: 10-1100-112	<u>\$317.99</u>	
10-1100-420							
Education Fund							
	01981	HEINEMANN	TEXTBOOKS	5	6,256.60		0
			TEXTBOOKS	5	6,169.40		0
					Total:	<u>\$12,426.00</u>	
	02681	LAKE COOK DISTRIBUTORS	"UPRISING" BY HADDIX	5	83.90		0
					Total:	<u>\$83.90</u>	
					Fund: 10	<u>\$12,509.90</u>	
					Account: 10-1100-420	<u>\$12,509.90</u>	
10-1111-225							
Education Fund							
	01053	HARPER, JILL	RETIREE INSURANCE JAN - MARCH	5	243.15		0
					Total:	<u>\$243.15</u>	
					Fund: 10	<u>\$243.15</u>	
					Account: 10-1111-225	<u>\$243.15</u>	
10-1111-410							
Education Fund							
	02110	AMAZON	SP SUPPLIES - GENERAL K-2	5	138.37		0
			SP SUPPLIES - GENERAL K-2	5	118.88		0
			SP SUPPLIES - GENERAL K-2	5	70.63		0
			SP SUPPLIES - GENERAL K-2	5	75.06		0
			SP SUPPLIES - GENERAL K-2	5	89.95		0
			SP SUPPLIES - GENERAL K-2	5	35.95		0
			SP SUPPLIES - GENERAL K-2	5	44.02		0

Bills Payable by Account

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Lincolnshire-Prairie View SD #103

Account Number						
Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
02110	AMAZON	SP SUPPLIES - GENERAL K-2	5	57.07		0
		SP SUPPLIES - GENERAL K-2	5	79.98		0
		SP SUPPLIES - GENERAL K-2	5	25.93		0
		SP SUPPLIES - GENERAL K-2	5	75.16		0
				Total:	<u>\$811.00</u>	
04303	BOX CARS AND ONE EYED JACKS	SP SUPPLIES - GENERAL K-2	5	73.76		0
				Total:	<u>\$73.76</u>	
01858	DISCOUNT SCHOOL SUPPLY	CLASS SUPPLIES-SEE ATTACHED	5	194.97		0
				Total:	<u>\$194.97</u>	
04372	LAKESHORE RECYCLING SYSTEMS	SP SUPPLIES - GENERAL K-2	5	96.57		0
				Total:	<u>\$96.57</u>	
00097	SCHOOL SPECIALTY	SP SUPPLIES - GENERAL K-2	5	32.90		0
		CLASS SUPPLIES-SEE ATTACHED	5	86.83		0
		PO 13100	5	(75.58)		0
		CLASS SUPPLIES-SEE ATTACHED	5	138.99		0
				Total:	<u>\$183.14</u>	
04595	WAYFAIR LLC	ENVIRO-CHILD JUST LIKE HOME KIDS SOFA	5	232.99		0
				Total:	<u>\$232.99</u>	
				Fund: 10	<u>\$1,592.43</u>	
				Account: 10-1111-410	<u>\$1,592.43</u>	
10-1111-411						
Education Fund						
00097	SCHOOL SPECIALTY	ART SUPPLIES - SEE ATTACHED	5	281.38		0
				Total:	<u>\$281.38</u>	
				Fund: 10	<u>\$281.38</u>	
				Account: 10-1111-411	<u>\$281.38</u>	
10-1111-413						
Education Fund						
02110	AMAZON	SPANISH SUPPLIES	5	145.85		0

20

Bills Payable by Account

Printed: 5/15/2019 2:16 PM
Lincolnshire-Prairie View SD #103

Account Number		Vendor Name	Description	Batch #	Amount	Check Date	Check #
Vendor #							
					Total:	<u>\$145.85</u>	
					Fund: 10	<u>\$145.85</u>	
					Account: 10-1111-413	<u>\$145.85</u>	
10-1111-414							
Education Fund							
02110		AMAZON	CLASSROOM PROJECT SUPPLIES	5	86.83		0
			CLASSROOM PROJECT SUPPLIES	5	179.94		0
			CLASSROOM PROJECT SUPPLIES	5	79.77		0
			CLASSROOM PROJECT SUPPLIES	5	160.83		0
			CLASSROOM PROJECT SUPPLIES	5	42.27		0
			CLASSROOM PROJECT SUPPLIES	5	239.27		0
			CLASSROOM PROJECT SUPPLIES	5	254.36		0
			CLASSROOM PROJECT SUPPLIES	5	69.99		0
			CLASSROOM PROJECT SUPPLIES	5	97.92		0
			CLASSROOM PROJECT SUPPLIES	5	103.54		0
			CLASSROOM PROJECT SUPPLIES	5	107.72		0
					Total:	<u>\$1,422.44</u>	
04141		OTC BRANDS	CLASSROOM PROJECT SUPPLIES	5	38.97		0
					Total:	<u>\$38.97</u>	
00088		QUILL	PROJECT ORDER-SEE ATTACHED	5	11.96		0
			PROJECT ORDER-SEE ATTACHED	5	70.46		0
			PROJECT ORDER-SEE ATTACHED	5	22.49		0
			PROJECT ORDER-SEE ATTACHED	5	38.55		0
					Total:	<u>\$143.46</u>	
					Fund: 10	<u>\$1,604.87</u>	
					Account: 10-1111-414	<u>\$1,604.87</u>	
10-1111-415							
Education Fund							
02110		AMAZON	SCIENCE SUPPLIES	5	256.41		0
					Total:	<u>\$256.41</u>	

Bills Payable by Account

Printed: 5/15/2019 2:16 PM
Lincolnshire-Prairie View SD #103

Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Fund: 10	<u>\$256.41</u>	
					Account: 10-1111-415	<u>\$256.41</u>	
10-1111-417							
Education Fund							
02110	AMAZON	ENG. LANG. ARTS SUPPLIES		5	169.88		0
		ENG. LANG. ARTS SUPPLIES		5	48.52		0
		ENG. LANG. ARTS SUPPLIES		5	140.84		0
		ENG. LANG. ARTS SUPPLIES		5	93.45		0
		ENG. LANG. ARTS SUPPLIES		5	174.45		0
		ENG. LANG. ARTS SUPPLIES		5	54.32		0
		ENG. LANG. ARTS SUPPLIES		5	165.51		0
					Total:	<u>\$846.97</u>	
00273	GOPHER SPORT	ENG. LANG. ARTS SUPPLIES		5	158.88		0
					Total:	<u>\$158.88</u>	
00094	SCHOLASTIC	ENG. LANG. ARTS SUPPLIES		5	114.42		0
					Total:	<u>\$114.42</u>	
03727	TEACHERS PAY TEACHERS	CLASS BOOKS-SEE ATTACHED		5	100.18		0
					Total:	<u>\$100.18</u>	
					Fund: 10	<u>\$1,220.45</u>	
					Account: 10-1111-417	<u>\$1,220.45</u>	
10-1111-419							
Education Fund							
01271	GRAPHIC 14	SP SUPPLIES - OTHER		5	147.08		0
		SP SUPPLIES - OTHER		5	83.76		0
					Total:	<u>\$230.84</u>	
01981	HEINEMANN	SP SUPPLIES - OTHER		5	291.50		0
					Total:	<u>\$291.50</u>	
					Fund: 10	<u>\$522.34</u>	
					Account: 10-1111-419	<u>\$522.34</u>	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
10-1112-225							
Education Fund							
	01647	OWENS, PAMELA	REMAINING RETIREE INS FY 18/19	5	164.97		0
					Total:	<u>\$164.97</u>	
	01052	Petroski, Gloria	RETIREE INSURANCE JULY - APRIL	5	3,681.76		0
					Total:	<u>\$3,681.76</u>	
					Fund: 10	<u>\$3,846.73</u>	
					Account: 10-1112-225	<u>\$3,846.73</u>	
10-1112-230							
Education Fund							
	01050	Gagamov, Jaime	TUITION REIMBURSEMENT	5	525.00		0
					Total:	<u>\$525.00</u>	
	04359	Prior, Lauren E	TUITION REIMBURSEMENT	5	525.00		0
					Total:	<u>\$525.00</u>	
					Fund: 10	<u>\$1,050.00</u>	
					Account: 10-1112-230	<u>\$1,050.00</u>	
10-1112-410							
Education Fund							
	02710	McLelland, Gretchen G.	HD SUPPLIES - GENERAL 3-5	5	17.64		0
					Total:	<u>\$17.64</u>	
	04840	NACH, AMANDA	HD SUPPLIES - GENERAL 3-5	5	143.46		0
					Total:	<u>\$143.46</u>	
					Fund: 10	<u>\$161.10</u>	
					Account: 10-1112-410	<u>\$161.10</u>	
10-1112-416							
Education Fund							
	02984	RA EASTMAN	3RD GRADE T SHIRTS	5	973.31		0
					Total:	<u>\$973.31</u>	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Fund: 10	<u>\$973.31</u>	
					Account: 10-1112-416	<u>\$973.31</u>	
10-1120-225							
Education Fund							
	01463	BAHCALL, AMY	RETIREE INSURANCE COVERING FEB - MARCH	5	1,023.28		0
					Total:	<u>\$1,023.28</u>	
	00341	STADLER, THOMAS	RETIREE INSURANCE FY 17/18	5	5,300.00		0
					Total:	<u>\$5,300.00</u>	
					Fund: 10	<u>\$6,323.28</u>	
					Account: 10-1120-225	<u>\$6,323.28</u>	
10-1120-230							
Education Fund							
	04336	Cha, Angie H	TUITION REIMBURSEMENT	5	1,680.00		0
					Total:	<u>\$1,680.00</u>	
					Fund: 10	<u>\$1,680.00</u>	
					Account: 10-1120-230	<u>\$1,680.00</u>	
10-1120-390							
Education Fund							
	04457	THE SEWING SOURCE	SEWING MACHINE REPAIRS	5	75.00		0
					Total:	<u>\$75.00</u>	
					Fund: 10	<u>\$75.00</u>	
					Account: 10-1120-390	<u>\$75.00</u>	
10-1120-410							
Education Fund							
	02110	AMAZON	DW SUPPLIES - GENERAL 6-8	5	49.82		0
			DW SUPPLIES - GENERAL 6-8	5	68.47		0
					Total:	<u>\$118.29</u>	
	04808	CALIFORNIA DOWEL & TURNINGS, INC.	3/16" X 48" BIRCH DOWELS	5	253.25		0

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Total:	<u><u>\$253.25</u></u>	
00097	SCHOOL SPECIALTY	SEE ATTACHED- \$250 TEACHER SUPPLIES		5	68.78		0
		DUPL ORDER ON PO 13031		5	33.29		0
		REPAIR SERVICES		5	144.30		0
		DW SUPPLIES - GENERAL 6-8		5	148.27		0
		DW SUPPLIES - GENERAL 6-8		5	33.29		0
		SUPPLIES - GENERAL		5	247.66		0
		SUPPLIES - GENERAL		5	127.68		0
		PO 13044		5	107.57		0
					Total:	<u><u>\$910.84</u></u>	
00345	SUPER DUPER PUBLICATIONS	WEBBER PHOT CARDS-STORY STARTER		5	87.91		0
					Total:	<u><u>\$87.91</u></u>	
04429	WAREHOUSE	DW SUPPLIES - GENERAL 6-8		5	264.02		0
		SEE ATTACHED- \$250 TEACHER SUPPLIES		5	179.16		0
					Total:	<u><u>\$443.18</u></u>	
					Fund: 10	<u><u>\$1,813.47</u></u>	
					Account: 10-1120-410	<u><u>\$1,813.47</u></u>	
10-1120-411							
Education Fund							
01946	BLICK ART MATERIALS	SEE ATTACHED- ART CLUB MATERIALS		5	362.99		0
		SEE ATTACHED- ART SUPPLIES		5	819.09		0
					Total:	<u><u>\$1,182.08</u></u>	
					Fund: 10	<u><u>\$1,182.08</u></u>	
					Account: 10-1120-411	<u><u>\$1,182.08</u></u>	
10-1120-415							
Education Fund							
02110	AMAZON	SCIENCE SUPPLIES		5	29.66		0
					Total:	<u><u>\$29.66</u></u>	
00251	CAROLINA BIOLOGICAL SUPPLY	SUPPLIES - GENERAL		5	219.91		0
		SUPPLIES - GENERAL		5	86.82		0

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Total:	\$306.73	
	04725	CLUB COLORS	SCIENCE SUPPLIES	5	153.95		0
					Total:	\$153.95	
	00097	SCHOOL SPECIALTY	SCIENCE SUPPLIES	5	131.82		0
					Total:	\$131.82	
	04556	VWR SARGENT WELCH	ADVANCED MOLECULAR KIT	5	1,159.00		0
					Total:	\$1,159.00	
					Fund: 10	\$1,781.16	
					Account: 10-1120-415	\$1,781.16	
10-1120-416							
Education Fund							
	02110	AMAZON	SOCIAL STUDIES SUPPLIES	5	305.57		0
					Total:	\$305.57	
					Fund: 10	\$305.57	
					Account: 10-1120-416	\$305.57	
10-1120-420							
Education Fund							
	02110	AMAZON	TEXTBOOKS	5	149.60		0
					Total:	\$149.60	
	00846	BENCHMARK EDUCATION CO	TEXTBOOKS	5	335.50		0
					Total:	\$335.50	
					Fund: 10	\$485.10	
					Account: 10-1120-420	\$485.10	
10-1120-490							
Education Fund							
	00772	HERFF JONES	GREEN CLASSKEEPER GOWN MALE & FEMALE	5	4,426.50		0
					Total:	\$4,426.50	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Fund: 10	<u>\$4,426.50</u>	
					Account: 10-1120-490	<u>\$4,426.50</u>	
10-1150-410-1							
Education Fund							
02110	AMAZON	GENERAL SUPPLIES - SP	5	258.09	0		
					Total:	<u>\$258.09</u>	
					Fund: 10	<u>\$258.09</u>	
					Account: 10-1150-410-1	<u>\$258.09</u>	
10-1190-319							
Education Fund							
04584	QUINLAN & FABISH	REPAIR SERVICES	5	139.99	0		
					Total:	<u>\$139.99</u>	
					Fund: 10	<u>\$139.99</u>	
					Account: 10-1190-319	<u>\$139.99</u>	
10-1190-410-3							
Education Fund							
04845	JONES SCHOOL SUPPLY CO. INC	SUPPLIES - DW	5	381.72	0		
					Total:	<u>\$381.72</u>	
00805	MUSIC & ARTS CENTER	SEE ATTACHED-KELSEY BUFFA	5	632.72	0		
					Total:	<u>\$632.72</u>	
00523	SHAR PRODUCTS	SEE ATTACHED- ORCHESTRA STRING SUPPLIES	5	398.63	0		
					Total:	<u>\$398.63</u>	
					Fund: 10	<u>\$1,413.07</u>	
					Account: 10-1190-410-3	<u>\$1,413.07</u>	
10-1190-490							
Education Fund							
04795	KINASTHETICS, INC.	SEE ATTACHED-EQUIPMENT FOR MUSICAL	5	1,579.00	0		
					Total:	<u>\$1,579.00</u>	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
	00925	MUSIC THEATRE INTERNATIONAL	MUSICAL SUPPLIES	5	577.00		0
				Total:	<u>\$577.00</u>		
				Fund: 10	<u>\$2,156.00</u>		
				Account: 10-1190-490	<u>\$2,156.00</u>		
10-1200-314							
Education Fund							
	03358	CUSTOM SOLUTIONS	CONSULTANTS	5	458.25		0
			4/19 SERVICES	5	4,709.25		0
				Total:	<u>\$5,167.50</u>		
	04752	RONI BEN-YOSEPH	CHILDREN'S YOGA 3/7 - 4/25	5	540.00		0
				Total:	<u>\$540.00</u>		
				Fund: 10	<u>\$5,707.50</u>		
				Account: 10-1200-314	<u>\$5,707.50</u>		
10-1200-410							
Education Fund							
	00467	Widmark, Joanne	SUPPLIES - GENERAL	5	15.99		0
				Total:	<u>\$15.99</u>		
				Fund: 10	<u>\$15.99</u>		
				Account: 10-1200-410	<u>\$15.99</u>		
10-1200-700							
Education Fund							
	03575	EXCEPTIONAL LEARNERS COLLABORATIVE	SUPPLIES AND RENTAL 4/11	5	561.95		0
				Total:	<u>\$561.95</u>		
				Fund: 10	<u>\$561.95</u>		
				Account: 10-1200-700	<u>\$561.95</u>		
10-1225-410							
Education Fund							
	04444	Biggs, Charles E.	TRANSFORM PLATFORM	5	221.00		0

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Total:	<u>\$221.00</u>	
	02384	VIRCO	PRESCHOOL 48" TABLE 4000 SERIES	5	332.58		0
					Total:	<u>\$332.58</u>	
					Fund: 10	<u>\$553.58</u>	
					Account: 10-1225-410	<u>\$553.58</u>	
10-1500-392							
Education Fund							
	02711	LECHNER & SONS	3/4 SERVICE AGREEMENTS - TOWELS	5	150.48		0
			SERVICE AGREEMENTS - TOWELS 4/8	5	150.48		0
			SERVICE AGREEMENTS - TOWELS 4/29	5	150.48		0
			SERVICE AGREEMENTS - TOWELS 4/22	5	150.48		0
			3/4 SERVICE AGREEMENTS - TOWELS	5	150.48		0
					Total:	<u>\$752.40</u>	
					Fund: 10	<u>\$752.40</u>	
					Account: 10-1500-392	<u>\$752.40</u>	
10-1550-332							
Education Fund							
	01704	Hafner, Anthony	TRAVEL SCIENCE BOWL	5	70.85		0
					Total:	<u>\$70.85</u>	
	01976	Muller, Christina	SCHOLASTIC BOWL	5	7.03		0
					Total:	<u>\$7.03</u>	
					Fund: 10	<u>\$77.88</u>	
					Account: 10-1550-332	<u>\$77.88</u>	
10-1550-410							
Education Fund							
	02110	AMAZON	SUPPLIES	5	73.24		0
					Total:	<u>\$73.24</u>	
	03606	TING SI OR WENYE ZHU	SCIENCE OLYMPIAD SUPPLIES/COACHING	5	229.95		0

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Total:	<u>\$229.95</u>	
					Fund: 10	<u>\$303.19</u>	
					Account: 10-1550-410	<u>\$303.19</u>	
10-1912-670							
Education Fund							
00393	ARLYN SCHOOL	FEB TUITION B. HAVERTY		5	5,313.95		0
		JAN REVISED TUITION INV		5	909.47		0
		RETRO RATE ADJ AND 4/19 TUITION		5	6,479.43		0
					Total:	<u>\$12,702.85</u>	
04671	CAMELOT EDUCATION	04/19 TUITION K. NANTHAKISHORE		5	3,985.08		0
					Total:	<u>\$3,985.08</u>	
01185	CLASSROOM CONNECTION	03/19 TUITION M. CALDWELL		5	6,116.55		0
		03/19 TUITION A. BROWN		5	6,116.55		0
		PRIVATE SCHOOL TUITION 4/19 A. BROWN		5	8,155.40		0
					Total:	<u>\$20,388.50</u>	
00030	COVE SCHOOL, THE	4/19 TUITION E. MANDEL		5	5,769.72		0
					Total:	<u>\$5,769.72</u>	
					Fund: 10	<u>\$42,846.15</u>	
					Account: 10-1912-670	<u>\$42,846.15</u>	
10-2130-410-1							
Education Fund							
00183	SCHOOL HEALTH CORPORATION	SUPPLIES - SP		5	41.39		0
		SUPPLIES - SP		5	25.12		0
					Total:	<u>\$66.51</u>	
					Fund: 10	<u>\$66.51</u>	
					Account: 10-2130-410-1	<u>\$66.51</u>	
10-2130-410-2							
Education Fund							
00469	MACGILL	SUPPLIES - HD		5	163.70		0

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Total:	<u>\$163.70</u>	
					Fund: 10	<u>\$163.70</u>	
					Account: 10-2130-410-2	<u>\$163.70</u>	
10-2130-410-3							
Education Fund							
00469	MACGILL	SUPPLIES - DW		5	157.66		0
					Total:	<u>\$157.66</u>	
					Fund: 10	<u>\$157.66</u>	
					Account: 10-2130-410-3	<u>\$157.66</u>	
10-2140-314							
Education Fund							
03575	EXCEPTIONAL LEARNERS COLLABORATIVE	4/19 PT SERVICES		5	1,617.30		0
		3/18 CONTRACTED SERVICES		5	988.35		0
					Total:	<u>\$2,605.65</u>	
					Fund: 10	<u>\$2,605.65</u>	
					Account: 10-2140-314	<u>\$2,605.65</u>	
10-2140-410							
Education Fund							
00586	WESTERN PSYCHOLOGICAL SERVICES	SUPPLIES		5	55.00		0
					Total:	<u>\$55.00</u>	
					Fund: 10	<u>\$55.00</u>	
					Account: 10-2140-410	<u>\$55.00</u>	
10-2150-314							
Education Fund							
01857	SPEECH PATH SPECIALISTS	4/19 CONTRACTED SERVICES		5	11,970.00		0
					Total:	<u>\$11,970.00</u>	
					Fund: 10	<u>\$11,970.00</u>	
					Account: 10-2150-314	<u>\$11,970.00</u>	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
10-2190-410							
Education Fund							
	00744	Lapin, Heather L.	SUPPLIES	5	82.16		0
					Total:	<u>\$82.16</u>	
	03281	ZOURAS, JOHN & NECTARIA	SUPPLIES	5	21.92		0
					Total:	<u>\$21.92</u>	
					Fund: 10	<u>\$104.08</u>	
					Account: 10-2190-410	<u>\$104.08</u>	
10-2192-410							
Education Fund							
	02984	RA EASTMAN	OUTDOOR ED TSHIRTS	5	1,760.32		0
					Total:	<u>\$1,760.32</u>	
					Fund: 10	<u>\$1,760.32</u>	
					Account: 10-2192-410	<u>\$1,760.32</u>	
32	10-2211-312						
Education Fund							
	03535	EASTER SEALS	IAP TRAININGS CONTRACT 107	5	785.19		0
					Total:	<u>\$785.19</u>	
	03575	EXCEPTIONAL LEARNERS COLLABORATIVE	EMBRACE IEP 4/11	5	1,000.00		0
					Total:	<u>\$1,000.00</u>	
					Fund: 10	<u>\$1,785.19</u>	
					Account: 10-2211-312	<u>\$1,785.19</u>	
10-2211-390-2							
Education Fund							
	04784	PASTORI, MARISSA	JULY 2019 SNAP TRAINING HEALTH	5	475.10		0
					Total:	<u>\$475.10</u>	
					Fund: 10	<u>\$475.10</u>	
					Account: 10-2211-390-2	<u>\$475.10</u>	

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10-2211-490							
Education Fund							
	03212	FOLLETT SCHOOL SOLUTIONS	OTHER SUPPLIES - PTO BOOK FAIR GRANT	5	1,560.95		0
					Total:	<u>\$1,560.95</u>	
					Fund: 10	<u>\$1,560.95</u>	
					Account: 10-2211-490	<u>\$1,560.95</u>	
10-2211-492							
Education Fund							
	02246	Abrego, Christine	ELL SUMMER SUPPLIES	5	110.38		0
					Total:	<u>\$110.38</u>	
					Fund: 10	<u>\$110.38</u>	
					Account: 10-2211-492	<u>\$110.38</u>	
10-2220-430-1							
Education Fund							
	02110	AMAZON	LIBRARY BOOKS - SP	5	41.65		0
					Total:	<u>\$41.65</u>	
					Fund: 10	<u>\$41.65</u>	
					Account: 10-2220-430-1	<u>\$41.65</u>	
10-2220-430-3							
Education Fund							
	03212	FOLLETT SCHOOL SOLUTIONS	LIBRARY BOOKS - DW	5	417.62		0
			LIBRARY BOOKS - DW	5	85.75		0
			LIBRARY BOOKS - DW	5	709.96		0
					Total:	<u>\$1,213.33</u>	
					Fund: 10	<u>\$1,213.33</u>	
					Account: 10-2220-430-3	<u>\$1,213.33</u>	
10-2220-440							
Education Fund							
	00031	PADDOCK PUBLICATIONS	ASBESTOS 4521154	5	118.45		0

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					Total:	<u>\$118.45</u>	
					Fund: 10	<u>\$118.45</u>	
					Account: 10-2220-440	<u>\$118.45</u>	
10-2220-440-3							
Education Fund							
03212	FOLLETT SCHOOL SOLUTIONS	PERIODICALS - DW		5	30.89		0
		PERIODICALS - DW		5	86.25		0
		PERIODICALS - DW		5	30.85		0
					Total:	<u>\$147.99</u>	
					Fund: 10	<u>\$147.99</u>	
					Account: 10-2220-440-3	<u>\$147.99</u>	
10-2220-490-2							
Education Fund							
03212	FOLLETT SCHOOL SOLUTIONS	OTHER SUPPLIES - PROF LIB HD		5	101.01		0
					Total:	<u>\$101.01</u>	
					Fund: 10	<u>\$101.01</u>	
					Account: 10-2220-490-2	<u>\$101.01</u>	
10-2220-490-3							
Education Fund							
03212	FOLLETT SCHOOL SOLUTIONS	PROCESSING FEE		5	9.44		0
		35 BOOKS PER LIST FOR DW LIBRARY		5	188.87		0
					Total:	<u>\$198.31</u>	
					Fund: 10	<u>\$198.31</u>	
					Account: 10-2220-490-3	<u>\$198.31</u>	
10-2310-318							
Education Fund							
03415	ENGLER CALLAWAY BAASTEN & SRAGA	4/16 LEGAL SERVICES		5	1,166.00		0
					Total:	<u>\$1,166.00</u>	
00783	SCARIANO HIMES & PETRARCA	4/19 LEGAL SERVICES		5	2,195.55		0

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Total:	<u>\$2,195.55</u>	
					Fund: 10	<u>\$3,361.55</u>	
					Account: 10-2310-318	<u>\$3,361.55</u>	
10-2310-410							
Education Fund							
02716	QUEST FOOD MANAGEMENT SERVICES	DISTRICT SUPPLIES	5	3,860.00		0	
					Total:	<u>\$3,860.00</u>	
					Fund: 10	<u>\$3,860.00</u>	
					Account: 10-2310-410	<u>\$3,860.00</u>	
10-2410-410-1							
Education Fund							
02110	AMAZON	SUPPLIES - SP	5	132.80		0	
		SUPPLIES - SP	5	24.11		0	
					Total:	<u>\$156.91</u>	
04345	Hofmeier, Ann L	SUPPLIES - SP	5	193.64		0	
					Total:	<u>\$193.64</u>	
00162	HULL, AMY	SUPPLIES - SP	5	97.40		0	
					Total:	<u>\$97.40</u>	
00088	QUILL	SUPPLIES - SP	5	107.78		0	
					Total:	<u>\$107.78</u>	
					Fund: 10	<u>\$555.73</u>	
					Account: 10-2410-410-1	<u>\$555.73</u>	
10-2410-410-3							
Education Fund							
04723	CAMPBELL, MARY	SUPPLIES - DW	5	17.47		0	
					Total:	<u>\$17.47</u>	
					Fund: 10	<u>\$17.47</u>	
					Account: 10-2410-410-3	<u>\$17.47</u>	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
10-2540-325							
Education Fund							
	03398	GENESIS TECHNOLOGIES	RENTAL OF COPY EQUIPMENT	5	1,250.01		0
	02095		RENTAL OF COPY EQUIPMEN 10/5 - 11/4	5	3,137.03		0
			RENTAL OF COPY EQUIPMEN 10/5 - 11/4	5	3,868.02		0
			RENTAL OF COPY EQUIPMEN 10/5 - 11/4	5	3,123.88		0
					Total:		
					<u>\$11,378.94</u>		
	02810	RICOH USA	ADDITIONAL COPIES DW	5	336.10		0
					Total:		
					<u>\$336.10</u>		
					Fund: 10		
					<u>\$11,715.04</u>		
					Account: 10-2540-325		
					<u>\$11,715.04</u>		
10-2540-341							
Education Fund							
	01945	AT&T ONENET	TELEPHONE 103 CLUB	5	0.71		0
			TELEPHONE	5	46.57		0
					Total:		
					<u>\$47.28</u>		
	03321	COMCAST	TELEPHONE 01/19	5	3,764.93		0
					Total:		
					<u>\$3,764.93</u>		
	04721	T- MOBILE	TELEPHONE	5	61.12		0
					Total:		
					<u>\$61.12</u>		
					Fund: 10		
					<u>\$3,873.33</u>		
					Account: 10-2540-341		
					<u>\$3,873.33</u>		
10-2540-370							
Education Fund							
	00111	LINCOLNSHIRE, VILLAGE OF	WATER/SEWER 3/5 - 4/2	5	647.15		0
			WATER/SEWER 3/5 -4/2	5	101.44		0
			WATER/SEWER 3/5 - 4/3	5	393.08		0
			WATER/SEWER 3/5 - 4/2	5	910.15		0
					Total:		
					<u>\$2,051.82</u>		

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Fund: 10	<u>\$2,051.82</u>	
					Account: 10-2540-370	<u>\$2,051.82</u>	
10-2540-465							
Education Fund							
03511	CONSTELLATION ENERGY SERVICES	NATURAL GAS		5	8,402.44		0
					Total:	<u>\$8,402.44</u>	
					Fund: 10	<u>\$8,402.44</u>	
					Account: 10-2540-465	<u>\$8,402.44</u>	
10-2540-466							
Education Fund							
03464	CONSTELLATION ENERGY SERVICES	4/19 ELECTRICITY		5	2,583.56		0
		3/1 - 4/1 ELECTRICITY		5	7,534.29		0
		4/3 - 5/2 ELECTRICITY		5	9,217.46		0
		4/2 - 5/1 ELECTRICITY		5	2,571.91		0
					Total:	<u>\$21,907.22</u>	
					Fund: 10	<u>\$21,907.22</u>	
					Account: 10-2540-466	<u>\$21,907.22</u>	
10-2660-319							
Education Fund							
04835	MAPLE AVENUE PARTNERS, LLC	REPAIR SERVICES 11/1 - 2/10		5	1,490.00		0
		REPAIR SERVICES 2/11 - 4/19		5	670.00		0
		REPAIR SERVICES 4/30		5	360.00		0
					Total:	<u>\$2,520.00</u>	
					Fund: 10	<u>\$2,520.00</u>	
					Account: 10-2660-319	<u>\$2,520.00</u>	
10-2660-410							
Education Fund							
02110	AMAZON	SUPPLIES - GENERAL RJ 1		5	377.83		0
		SUPPLIES - GENERAL RJ 3		5	131.94		0
		SUPPLIES - GENERAL RJ 2		5	1,500.18		0

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Account Number		Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
		02110	AMAZON	SUPPLIES - GENERAL	5	26.99		0
				SUPPLIES - GENERAL	5	6.99		0
				SUPPLIES - GENERAL	5	281.82		0
				SUPPLIES - GENERAL	5	1,258.50		0
						Total:	<u><u>\$3,584.25</u></u>	
		00011	APPLE COMPUTER	SUPPLIES - GENERAL	5	79.00		0
				Total:	<u><u>\$79.00</u></u>			
		00190	BATTERIES PLUS	SUPPLIES - GENERAL	5	72.00		0
				Total:	<u><u>\$72.00</u></u>			
		00147	CDW GOVERNMENT	SUPPLIES - GENERAL	5	27.83		0
				SUPPLIES - GENERAL	5	375.40		0
				Total:	<u><u>\$403.23</u></u>			
		03390	TIERNEY	CAMERA STAND	5	1,875.00		0
				SUPPLIES - GENERAL	5	937.50		0
				CAMERA STANDS	5	3,750.00		0
						Total:	<u><u>\$6,562.50</u></u>	
						Fund: 10	<u><u>\$10,700.98</u></u>	
						Account: 10-2660-410	<u><u>\$10,700.98</u></u>	
10-3500-410								
Education Fund								
		00719	BRYANT, ROBYNN	SUPPLIES	5	69.12		0
				Total:	<u><u>\$69.12</u></u>			
		00330	PERFORMANCE FOOD SERVICE	D103 CLUB	5	807.49		0
				Total:	<u><u>\$807.49</u></u>			
		01335	Wolin, Robin	SUPPLIES	5	136.64		0
				Total:	<u><u>\$136.64</u></u>			
						Fund: 10	<u><u>\$1,013.25</u></u>	
						Account: 10-3500-410	<u><u>\$1,013.25</u></u>	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
Education Fund							
	00095	SCHOOL DISTRICT 103 ACTIVITY ACCOUNT	APRIL YEARBOOK MONEY	5	435.00		0
			DW STUDENT LIGHTED SCHOOL HOUSE AND BOOK TASTING	5	500.00		0
					Total:		
					<u>\$935.00</u>		
	02193	SCHOOL DISTRICT 103 MUSIC BOOSTERS	TRANSFER BOXTOP MONEY	5	673.90		0
					Total:		
					<u>\$673.90</u>		
					Fund: 10	<u>\$1,608.90</u>	
					Account: 10-403	<u>\$1,608.90</u>	
20-2540-325							
Oper, Build, & Maint Fund							
	04811	ALTORFER INDUSTRIES, INC	RENTAL OF EQUIPMENT	5	260.00		0
			RENTAL OF EQUIPMENT 1/25 - 2/22	5	4,035.00		0
			RENTAL OF EQUIPMENT 12/28 - 1/25	5	4,035.00		0
			RENTAL OF EQUIPMENT 11/30 - 12/28	5	4,285.00		0
					Total:		
					<u>\$12,615.00</u>		
					Fund: 20	<u>\$12,615.00</u>	
					Account: 20-2540-325	<u>\$12,615.00</u>	
20-2540-329							
Oper, Build, & Maint Fund							
	03065	GENERAL MECHANICAL SERVICES	DW BOILER PUMP	5	2,538.14		0
			DW RTU REPAIR	5	1,453.64		0
			HVAC DW	5	1,608.92		0
			HD UNI VENT	5	395.88		0
			HVAC HD	5	547.50		0
			HVAC DW	5	5,126.67		0
					Total:		
					<u>\$11,670.75</u>		
	02252	PEAK PLUMBING	HD FOUNTAIN REPAIR	5	771.14		0
			HD DRINKING FOUNTAIN	5	307.00		0
			DW IRRIGATION VALVE	5	525.52		0
			DW PLUMBING REPAIR 3/18	5	192.75		0
			HD PLUMBING REPAIR 2/18	5	286.11		0

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Account Number		Vendor Name	Description	Batch #	Amount	Check Date	Check #
Vendor #							
					Total:		
						<u>\$2,082.52</u>	
					Fund: 20	<u>\$13,753.27</u>	
					Account: 20-2540-329	<u>\$13,753.27</u>	
20-2540-410-1							
Oper, Build, & Maint Fund							
03107		CINTAS	CUSTODIAL SUPPLIES	5	655.00		0
			CUSTODIAL SUPPLIES	5	64.94		0
					Total:	<u>\$719.94</u>	
02648		NETWORK SERVICES	CUSTODIAL SUPPLIES	5	67.10		0
			CUSTODIAL SUPPLIES	5	618.41		0
			CUSTODIAL SUPPLIES	5	2,318.04		0
			CUSTODIAL SUPPLIES	5	1,404.92		0
			CUSTODIAL SUPPLIES	5	174.72		0
					Total:	<u>\$4,583.19</u>	
					Fund: 20	<u>\$5,303.13</u>	
					Account: 20-2540-410-1	<u>\$5,303.13</u>	
20-2540-410-2							
Oper, Build, & Maint Fund							
00190		BATTERIES PLUS	BUILDING SUPPLIES	5	77.04		0
			BUILDING SUPPLIES	5	30.72		0
			BUILDING SUPPLIES	5	1,543.80		0
					Total:	<u>\$1,651.56</u>	
					Fund: 20	<u>\$1,651.56</u>	
					Account: 20-2540-410-2	<u>\$1,651.56</u>	
20-2540-410-3							
Oper, Build, & Maint Fund							
01432		CONSERV FS	GROUNDS SUPPLIES	5	3,894.60		0
					Total:	<u>\$3,894.60</u>	
					Fund: 20	<u>\$3,894.60</u>	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
Account: 20-2540-410-3					<u>\$3,894.60</u>		
20-2540-500							
Oper, Build, & Maint Fund							
04804		ENGINEERING SPECIALISTS INCORPORATED	SP POWER OUTAGE	5	14,000.00		0
					Total:	<u>\$14,000.00</u>	
04814		GREAT LAKES PROPERTY LOGISTICS	PROJECT BALANCE	5	4,080.89		0
					Total:	<u>\$4,080.89</u>	
00621		MIDWEST ENVIRONMENTAL CONSULTING	SERVICHD TESTING AND CLEANING	5	5,700.00		0
					Total:	<u>\$5,700.00</u>	
04583		WOLD ARCHITECTS AND ENGINEERS	HD LIGHTING 4/19	5	586.50		0
			HD LIGHTING 3/19	5	586.50		0
					Total:	<u>\$1,173.00</u>	
					Fund: 20	<u>\$24,953.89</u>	
Account: 20-2540-500					<u>\$24,953.89</u>		
40-2550-312							
Transportation Fund							
00478		IAPT	IAPT CONF REG FOR KEN GRAFF	5	175.00		0
					Total:	<u>\$175.00</u>	
					Fund: 40	<u>\$175.00</u>	
Account: 40-2550-312					<u>\$175.00</u>		
40-2550-319							
Transportation Fund							
00139		MIDWEST TRANSIT EQUIPMENT	WO: 828 B9 POWER STEERING LEAKING	5	68.90		0
			WO: 828 B9 ESPAR HEATER REPAIR	5	401.96		0
			WO: 740 B16 BUMPER LOOSE	5	38.16		0
			WO: 915 B12 EMERG DOOR PROP	5	38.26		0
			REPAIR SERVICES	5	172.64		0
			WO: 764 B2 ESPAR HEATER REPAIRED	5	177.24		0
					Total:	<u>\$897.16</u>	

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Account Number		Vendor Name	Description	Batch #	Amount	Check Date	Check #
					Fund: 40	<u>\$897.16</u>	
					Account: 40-2550-319	<u>\$897.16</u>	
40-2550-329							
Transportation Fund							
03294	AVERUS	WO: 902 B7 FIRE EXT SRVC		5	82.58		0
					Total:	<u>\$82.58</u>	
01432	CONSERV FS	DEF FLUID FOR BUSES		5	414.40		0
					Total:	<u>\$414.40</u>	
00139	MIDWEST TRANSIT EQUIPMENT	WO: 931, B12 SEAT COVER/UTILITY		5	27.55		0
		SPARE PART - LIGHT, MARKER, RED, LED SLIM		5	62.55		0
		WO: 903 B20 EMERG WINDW DECAL		5	7.60		0
					Total:	<u>\$97.70</u>	
					Fund: 40	<u>\$594.68</u>	
					Account: 40-2550-329	<u>\$594.68</u>	
42							
40-2550-390							
Transportation Fund							
01719	ADVOCATE OCCUPATIONAL HEALTH	EMPLY PHYS MACK, MASKE, MENDOZA, MUSTO, RODRIGUEZ		5	718.00		0
		NEW HIRE J.MUSTO TB XRAY		5	115.00		0
		DRVR PHYS J. LEE, J. SPOSITO		5	262.00		0
		DRVR PHYS P. GARCIA		5	131.00		0
		DRVR PHYS W. SKAGGS		5	131.00		0
		DRVR PHYS C. PHENGPHIPAT		5	172.00		0
					Total:	<u>\$1,529.00</u>	
00592	MIDWEST TRUCKERS ASSOCIATION	G. MUSTO ADDED TO RANDOM DRUG LIST		5	63.25		0
					Total:	<u>\$63.25</u>	
					Fund: 40	<u>\$1,592.25</u>	
					Account: 40-2550-390	<u>\$1,592.25</u>	
40-2550-392							
Transportation Fund							

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Account Number		Vendor Name	Description	Batch #	Amount	Check Date	Check #
Vendor #							
01484		TYLER TECHNOLOGIES	VERSA FLT VISION ANNUAL FEE	5	1,639.64		0
					Total:		
						\$1,639.64	
					Fund: 40	\$1,639.64	
					Account: 40-2550-392	\$1,639.64	
40-2550-410							
Transportation Fund							
00088		QUILL	CLOCK FOR DRIVER'S ROOM	5	233.09		0
			OFFICE SUPPLIES/TONER	5	581.74		0
					Total:	\$814.83	
					Fund: 40	\$814.83	
					Account: 40-2550-410	\$814.83	
40-2550-490							
Transportation Fund							
04837		UNITY SCHOOL BUS PARTS	NECK PAD, QSTRAINT NECK PROTECTOR	5	37.07		0
					Total:	\$37.07	
					Fund: 40	\$37.07	
					Account: 40-2550-490	\$37.07	
60-2530-500							
Capital Projects Fund or Fund Group							
03784		ECS MIDWEST	REPORT	5	2,000.00		0
					Total:	\$2,000.00	
02468		GEWALT HAMILTON ASSOCIATES	3/19 PROF SERVICES TRAFFIC DATA	5	4,650.00		0
			3/19 PROFESSIONAL SERVICES	5	7,989.90		0
					Total:	\$12,639.90	
04583		WOLD ARCHITECTS AND ENGINEERS	DW ADD AND RENOS	5	26,982.52		0
			DW ADD AND RENOS	5	80,786.60		0
					Total:	\$107,769.12	
					Fund: 60	\$122,409.02	

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Account Number	Vendor #	Vendor Name	Description	Batch #	Amount	Check Date	Check #
				Account: 60-2530-500	<u>\$122,409.02</u>		
				Grand Total	<u>\$382,137.97</u>		

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Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2019 to 4/30/2019

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
10-2690-220		NIHIP	MEDICAL INSURANCE - ED	419		4/8/19	4/1/19	90411001	249,032.51	10-2690-220
10-2690-221			LIFE/LTD INSURANCE - ED	419		4/8/19	4/1/19	90411001	3,215.59	10-2690-221
10-435			DENTAL INSURANCE PAYABLE	419		4/8/19	4/1/19	90411001	7,290.21	10-430
10-2690-221			LIFE/LTD INSURANCE - ED	419		4/8/19	4/1/19	90411001	918.15	10-2690-221
20-2540-220			MEDICAL INSURANCE - O&M	419		4/8/19	4/1/19	90411001	15,246.87	20-2540-220
20-2540-221			LIFE/LTD INSURANCE - O&M	419		4/8/19	4/1/19	90411001	83.60	20-2540-221
20-435			DENTAL INSURANCE PAYABLE	419		4/8/19	4/1/19	90411001	733.30	20-430
20-2540-221			LIFE/LTD INSURANCE - O&M	419		4/8/19	4/1/19	90411001	146.00	20-2540-221
40-2550-220			MEDICAL INSURANCE - TRANS	419		4/8/19	4/1/19	90411001	23,275.04	40-2550-220
40-2550-221			LIFE/LTD INSURANCE - TRANS	419		4/8/19	4/1/19	90411001	143.26	40-2550-221
40-435			DENTAL INSURANCE PAYABLE	419		4/8/19	4/1/19	90411001	1,129.53	40-430
40-2550-221			LIFE/LTD INSURANCE - TRANS	419		4/8/19	4/1/19	90411001	361.45	40-2550-221
10-2320-225			RETIREE INSURANCE	419		4/8/19	4/1/19	90411001	1,826.96	10-2320-225
10-2210-225			RETIREE INSURANCE	419		4/8/19	4/1/19	90411001	827.26	10-2210-225
									Total	<u>304,229.73</u>
									Report Total	<u><u>\$304,229.73</u></u>

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Paid Accounts Payable by Check Number

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2019 to 4/30/2019

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
	10-2320-312	MASTERCARD CORPORATE CLI	S WARREN NSFA CONFERENCE REC	1904	13076	4/10/19	4/1/19	1904	99.00	10-2320-312
	10-2310-410		IASB BOOKS FOR BOARD MEMBERS	1904	13076	4/10/19	4/1/19	1904	97.93	10-2310-410
	10-2320-410		PD CONSORTIUM DAY RAFFLE GIFT C	1904	13076	4/10/19	4/1/19	1904	75.00	10-2320-410
	10-2320-410		PD CONSORTIUM DAY RAFFLE GIFT C	1904	13076	4/10/19	4/1/19	1904	100.00	10-2320-410
	10-2320-312		S WARREN PD CONFERENCE HOUSII	1904	13076	4/10/19	4/1/19	1904	79.10	10-2320-312
	10-2630-312		VAN DUCH CONFERENCE	1904	13077	4/10/19	4/1/19	1904	655.00	10-2630-312
	10-2310-410		RETIRING BOE MEMBER GIFT	1904	13077	4/10/19	4/1/19	1904	99.00	10-2310-410
	10-2310-312		IASB LAKE DIVISION MTG FOR 3 BOE	1904	13077	4/10/19	4/1/19	1904	148.00	10-2310-312
	10-2310-312		REFUND FOR 3 BOE & SWARREN IAS	1904	13077	4/10/19	4/1/19	1904	(148.00)	10-2310-312
	10-2310-312		IASB LAKE MTG FOR 1 BOE & SWARF	1904	13077	4/10/19	4/1/19	1904	74.00	10-2310-312
	10-2310-410		BAGELS FOR ROE AUDITORS 3/13/20	1904	13077	4/10/19	4/1/19	1904	23.37	10-2310-410
	10-2310-410		BOE SNACKS 3/19/2019	1904	13077	4/10/19	4/1/19	1904	43.71	10-2310-410
	10-2310-410		BOE SNACKS 2/26/2019	1904	13077	4/10/19	4/1/19	1904	38.52	10-2310-410
	10-1112-415		AMAZON-TOOTHPICKS 4TH GR SCIEI	1904	13078	4/10/19	4/1/19	1904	6.08	10-1112-415
	10-1112-410		PORTILLOS CAKES TEACHERS	1904	13078	4/10/19	4/1/19	1904	59.97	10-1112-410
	10-1112-414-1		CHICAGO WOLVES- TKTS 5TH GR CH	1904	13078	4/10/19	4/1/19	1904	717.50	10-1112-414
	10-1112-414-1		SHORELINE SIGHTSEEING- 3RD GR C	1904	13078	4/10/19	4/1/19	1904	100.00	10-1112-414
	10-1112-414-1		SHORELINE SIGHTSEEING- 3RD GR C	1904	13078	4/10/19	4/1/19	1904	100.00	10-1112-414
	10-403		FUNDRAIASING.COM-SMENCILS STU	1904	13078	4/10/19	4/1/19	1904	570.00	10-403
	10-1112-410		SCHOOL SPECIALTY- CLASSROOM SI	1904	13078	4/10/19	4/1/19	1904	101.20	10-1112-410
	10-1112-410		GRAPHIC 14- LAMINATOR ROLLS	1904	13078	4/10/19	4/1/19	1904	185.00	10-1112-410
	10-1112-415		AMAZON-CHERRIO CUPS 4TH GR SC	1904	13078	4/10/19	4/1/19	1904	39.98	10-1112-415
	10-1112-410		QUILL-FOLDERS, LABELS, PAPER CLI	1904	13078	4/10/19	4/1/19	1904	167.49	10-1112-410
	10-1112-415		DELTA - WALSH SCIENCE SUPPLIES	1904	13078	4/10/19	4/1/19	1904	248.64	10-1112-415
	10-1120-390		ABESCO-KITCHEN AIDE REPAIRS/MAI	1904	13079	4/10/19	4/1/19	1904	541.45	10-1120-390
	10-1120-411		WALGREENS-EGGS	1904	13079	4/10/19	4/1/19	1904	3.38	10-1120-411
	10-1120-411		MARIANOS-GROCERIES	1904	13079	4/10/19	4/1/19	1904	568.24	10-1120-411
	10-1120-411		MARIANOS-GROCERIES	1904	13079	4/10/19	4/1/19	1904	30.96	10-1120-411
	10-1120-411		MARIANOS-GROCERIES	1904	13079	4/10/19	4/1/19	1904	27.34	10-1120-411
	10-1120-411		GFS STORE-GROCERIES	1904	13079	4/10/19	4/1/19	1904	165.86	10-1120-411

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	10-1120-411		TARGET-FOOD STORAGE BAGS	1904	13079	4/10/19	4/1/19	1904	22.51	10-1120-411
	10-2211-390-2		MCDONALD'S-PROF DEV LUNCH K.PI	1904	13080	4/10/19	4/1/19	1904	5.54	10-2211-390
	20-2540-325		EXTRA SPACE STORAGE RENTAL	1904	13081	4/10/19	4/1/19	1904	175.00	20-2540-325
	20-2540-410-2		VARSITY SCOREBOARD CABLES	1904	13081	4/10/19	4/1/19	1904	65.00	20-2540-410
	20-2540-312		IASBO FPC CONFERENCE FEE	1904	13081	4/10/19	4/1/19	1904	102.00	20-2540-312
	20-2540-329		RAPTOR ANNUAL FEE	1904	13081	4/10/19	4/1/19	1904	2,100.00	20-2540-329
	20-2540-329		LAKESIDE GLASS DW CAFE REPLACE	1904	13081	4/10/19	4/1/19	1904	350.00	20-2540-329
	20-2540-312		LAKE COUNTY SMC DECI TRAINING	1904	13081	4/10/19	4/1/19	1904	55.00	20-2540-312
	20-2540-319		KUNES FORD 2015 F250 REPAIR	1904	13081	4/10/19	4/1/19	1904	844.60	20-2540-319
	20-2540-410-1		AMAZON REPLACEMENT PRINTER C/	1904	13081	4/10/19	4/1/19	1904	180.93	20-2540-410
	20-2540-325		EXTRA STORAGE SPACE RENTAL	1904	13081	4/10/19	4/1/19	1904	270.00	20-2540-325
	20-2540-325		EXTRA STORAGE SPACE RENTAL	1904	13081	4/10/19	4/1/19	1904	317.00	20-2540-325
	20-2540-325		EXTRA SPACE STORAGE RENTAL	1904	13081	4/10/19	4/1/19	1904	204.00	20-2540-325
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13082	4/10/19	4/1/19	1904	5.52	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13082	4/10/19	4/1/19	1904	4.98	20-2540-410
	20-2540-410-2		SAMS CLUB SODA	1904	13082	4/10/19	4/1/19	1904	26.28	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13082	4/10/19	4/1/19	1904	17.74	20-2540-410
	20-2540-410-2		SAMS CLUB SODA	1904	13082	4/10/19	4/1/19	1904	50.02	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13083	4/10/19	4/1/19	1904	33.94	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13083	4/10/19	4/1/19	1904	23.94	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13083	4/10/19	4/1/19	1904	4.72	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13083	4/10/19	4/1/19	1904	51.94	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13083	4/10/19	4/1/19	1904	20.62	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13083	4/10/19	4/1/19	1904	119.40	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13084	4/10/19	4/1/19	1904	42.91	20-2540-410
	20-2540-410-2		SAMS CLUB SODA	1904	13084	4/10/19	4/1/19	1904	60.20	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13084	4/10/19	4/1/19	1904	13.31	20-2540-410
	20-2540-410-2		SAMS CLUB SODA	1904	13084	4/10/19	4/1/19	1904	35.00	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13085	4/10/19	4/1/19	1904	51.37	20-2540-410
	20-2540-410-2		HOME DEPOT SHOP SUPPLIES	1904	13085	4/10/19	4/1/19	1904	10.97	20-2540-410

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	20-2540-410-2		SAMS CLUB SODA	1904	13085	4/10/19	4/1/19	1904	29.31	20-2540-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	4.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	1.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	4.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	19.80	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	19.80	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	5.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	9.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	7.96	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	2.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	2.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	4.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	0.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	2.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	2.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	3.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	1.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	1.99	10-2660-410
	10-2660-410		iTunes - App Purchases	1904	13086	4/10/19	4/1/19	1904	2.99	10-2660-410
	10-2660-392		CALENDLY - DigitalCalendar 4 Tech Coe	1904	13087	4/10/19	4/1/19	1904	40.00	10-2660-392
	10-2660-319		Apple Store - Laptop Repair	1904	13087	4/10/19	4/1/19	1904	475.00	10-2660-319
	40-2550-319		DELFS GARAGE WO: 895 B27	1904	13088	4/10/19	4/1/19	1904	250.87	40-2550-319
	40-2550-410		OFFICE DEPOT RECRUITMENT SUPP	1904	13088	4/10/19	4/1/19	1904	83.62	40-2550-410
	40-2550-312		MIDWEST TRUCKERS REASONABLE :	1904	13088	4/10/19	4/1/19	1904	90.00	40-2550-312
	40-2550-319		LAKESIDE INTERNATIONAL WO: 876 E	1904	13088	4/10/19	4/1/19	1904	1,590.13	40-2550-319
	40-2550-319		LAKESIDE INTERNATIONAL WO: 880 E	1904	13088	4/10/19	4/1/19	1904	1,499.83	40-2550-319
	40-2550-410		HOME DEPOT GARAGE SUPPLIES	1904	13088	4/10/19	4/1/19	1904	14.34	40-2550-410
	40-2550-410		HOME DEPOT GARAGE SUPPLIES	1904	13088	4/10/19	4/1/19	1904	2.39	40-2550-410
	40-2550-410		OFFICE DEPOT RECRUITMENT SUPP	1904	13088	4/10/19	4/1/19	1904	118.46	40-2550-410
	40-2550-319		DELFS GARAGE WO: 894 B22	1904	13088	4/10/19	4/1/19	1904	587.97	40-2550-319

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40-2550-319			DELFS GARAGE WO: 898 B24	1904	13088	4/10/19	4/1/19	1904	267.87	40-2550-319
40-2550-319			DELFS GARAGE WO: 8900 B25	1904	13088	4/10/19	4/1/19	1904	217.87	40-2550-319
40-2550-319			DELFS GARAGE WO: 896 B14	1904	13088	4/10/19	4/1/19	1904	27.00	40-2550-319
40-2550-319			DELFS GARAGE WO: 901 B21	1904	13088	4/10/19	4/1/19	1904	27.00	40-2550-319
40-2550-319			DELFS GARAGE WO: 890 B25	1904	13088	4/10/19	4/1/19	1904	27.00	40-2550-319
40-2550-392			BLUE SODA PROMOTIONS RECRUITM	1904	13088	4/10/19	4/1/19	1904	258.39	40-2550-392
40-2550-331			A PARTS WAREHOUSE SAFETY VEST	1904	13088	4/10/19	4/1/19	1904	292.00	40-2550-331
40-2550-392			FEDEX HIRING SIGNS	1904	13088	4/10/19	4/1/19	1904	236.87	40-2550-392
40-2550-410			SAMS CLUB KITCHEN SUPPLIES	1904	13088	4/10/19	4/1/19	1904	13.44	40-2550-410
40-2550-410			RECRUITMENT SUPPLIES/SP, DW	1904	13088	4/10/19	4/1/19	1904	100.40	40-2550-410
40-2550-392			SIGNS.COM RECRUITMENT SIGNS FC	1904	13088	4/10/19	4/1/19	1904	92.43	40-2550-392
40-2550-410			UNAME IT UNIFORM EMBROIDERY	1904	13088	4/10/19	4/1/19	1904	40.00	40-2550-410
40-2550-700			VILLA PARK OFFICE EQUIP/USED CAE	1904	13088	4/10/19	4/1/19	1904	223.00	40-2550-700
40-2550-392			IL TOLLWAY	1904	13088	4/10/19	4/1/19	1904	250.00	40-2550-392
40-2550-331			A PARTS WAREHOUSE SFTY VESTS	1904	13088	4/10/19	4/1/19	1904	191.00	40-2550-331
40-2550-392			RETIREMENTJOBS.COM BUS DRIVER	1904	13088	4/10/19	4/1/19	1904	99.00	40-2550-392
10-2520-342			MAILFINANCE - POSTAGE MACHINE	1904	13089	4/10/19	4/1/19	1904	1,092.27	10-2520-342
10-2540-341			TDS - LONG DISTANCE	1904	13089	4/10/19	4/1/19	1904	2,227.15	10-2540-341
10-2540-341			ATT - TELEPHONE	1904	13089	4/10/19	4/1/19	1904	10,012.84	10-2540-341
20-2540-329			ANDERSON PEST - DISTRICT IPM	1904	13089	4/10/19	4/1/19	1904	152.82	20-2540-329
20-2540-329			TYCO - ALARM	1904	13089	4/10/19	4/1/19	1904	197.35	20-2540-329
10-2540-321			WASTE MANAGEMENT	1904	13089	4/10/19	4/1/19	1904	385.41	10-2540-321
10-2540-321			WASTE MANAGEMENT	1904	13089	4/10/19	4/1/19	1904	297.48	10-2540-321
10-2540-321			WASTE MANAGEMENT	1904	13089	4/10/19	4/1/19	1904	397.45	10-2540-321
40-2550-341			VERIZON - TRANS CELL	1904	13089	4/10/19	4/1/19	1904	41.48	40-2550-341
20-2540-341			VERIZON - CELL	1904	13089	4/10/19	4/1/19	1904	283.40	20-2540-341
10-2215-410			HOME DEPOT-T.GORDON LINKS-2-LE	1904	13090	4/10/19	4/1/19	1904	279.55	10-2215-410
10-2211-390-2			EB-PROF DEV WORKSHOP REGISTR	1904	13090	4/10/19	4/1/19	1904	447.00	10-2211-390
10-2215-410			HOME DEPOT-T.GORDON LINKS-2-LE	1904	13090	4/10/19	4/1/19	1904	26.98	10-2215-410
10-2211-390-2			CROWN PLAZA-PROF DEV LODGING	1904	13090	4/10/19	4/1/19	1904	79.10	10-2211-390

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	10-2211-390-2		CROWN PLAZA-PROF DEV LODGING	1904	13090	4/10/19	4/1/19	1904	79.10	10-2211-390
	10-2215-410		HOME DEPOT-T.GORDON LINKS-2-LE	1904	13090	4/10/19	4/1/19	1904	17.94	10-2215-410
	10-2215-410		HOME DEPOT-T.GORDON LINKS-2-LE	1904	13090	4/10/19	4/1/19	1904	22.28	10-2215-410
	10-2215-410		HOME DEPOT-T.GORDON LINKS-2-LE	1904	13090	4/10/19	4/1/19	1904	382.80	10-2215-410
	10-2220-410		FEDEX-POSTAGE FOR AUTHOR VISIT	1904	13090	4/10/19	4/1/19	1904	65.46	10-2220-410
	10-2220-410-3		ZAZZLE-DW LIBRARY SUPPLIES	1904	13090	4/10/19	4/1/19	1904	56.27	10-2220-410
	10-1100-420		DELTA EDUCATION-RETURNED FOSS	1904	13090	4/10/19	4/1/19	1904	(1,154.15)	10-1100-420
	10-2220-410-3		AMAZON-DW LIBRARY SUPPLIES	1904	13090	4/10/19	4/1/19	1904	8.14	10-2220-410
	10-2215-410		HOME DEPOT-T.GORDON LINKS-2-LE	1904	13090	4/10/19	4/1/19	1904	10.10	10-2215-410
	10-2230-410		BILINGUAL DICTIONARIES-HD ELL SU	1904	13090	4/10/19	4/1/19	1904	27.92	10-2230-410
	10-2220-410-2		OTC-HD LIBRARY SUPPLIES	1904	13090	4/10/19	4/1/19	1904	118.70	10-2220-410
	10-2220-410		VISTAPRINT-DW BOOK AUTHOR SUPI	1904	13090	4/10/19	4/1/19	1904	91.54	10-2220-410
	10-2220-410		TEACHERSPAYTEACHERS-MYSTERY	1904	13090	4/10/19	4/1/19	1904	4.00	10-2220-410
	10-2220-410		VISTAPRINT-TAX CREDITED BACK TO	1904	13090	4/10/19	4/1/19	1904	(5.33)	10-2220-410
	10-2220-410-2		SCHOLASTIC-HD LIBRARY BOOK ORI	1904	13090	4/10/19	4/1/19	1904	192.87	10-2220-410
	10-2211-390-2		EB-CANCELED REGISTRATION-C.NAF	1904	13090	4/10/19	4/1/19	1904	(447.00)	10-2211-390
	10-2410-410-3		PARTY CITY MARDI GRAS CT FOR ST.	1904	13091	4/10/19	4/1/19	1904	13.98	10-2410-410
	10-1120-415		AMAZON-SCIENCE ORTEGA	1904	13091	4/10/19	4/1/19	1904	37.05	10-1120-415
	10-1120-410		ORIENTAL TRAD CO. RWALZ TEACHE	1904	13091	4/10/19	4/1/19	1904	245.36	10-1120-410
	10-2410-410-3		AMAZON-OFFICE-KEURIG COMP. CAS	1904	13091	4/10/19	4/1/19	1904	345.79	10-2410-410
	10-2410-410-1		SAM'S CLUB-SPRAGUE OFFICE SUPF	1904	13091	4/10/19	4/1/19	1904	95.60	10-2410-410
	10-1550-410		FREE FLGT MDLS-ELG SUPPLIES SCI	1904	13091	4/10/19	4/1/19	1904	18.00	10-1550-410
	10-1550-410		RETRO RC-GLIDER SCI. OLYMPIAD	1904	13091	4/10/19	4/1/19	1904	47.45	10-1550-410
	10-1550-410		J&HAEROSPACE-ELG SUPPL.SCI OLY	1904	13091	4/10/19	4/1/19	1904	70.00	10-1550-410
	10-1550-410		FREEDOM FLT MDLS-ELG SUPPLIES :	1904	13091	4/10/19	4/1/19	1904	11.00	10-1550-410
	10-2410-410-3		POSITIVE PROMOTIONS-TEACHER Af	1904	13091	4/10/19	4/1/19	1904	589.52	10-2410-410
	10-2410-410-3		PARTY CITY-MARDI GRAS CT FOR ST.	1904	13091	4/10/19	4/1/19	1904	88.09	10-2410-410
	10-1550-332		COUNTRY INN/SCIENCE OLYMP/COA	1904	13091	4/10/19	4/1/19	1904	123.72	10-1550-332
	10-1550-332		COUNTRY INN/SCIENCE OLYMP/COA	1904	13091	4/10/19	4/1/19	1904	123.72	10-1550-332
	10-1120-410		WALMART-KWOOD TEACHER SUPPLI	1904	13091	4/10/19	4/1/19	1904	65.71	10-1120-410

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	10-1120-410		ORIENTAL TRADING REFUND	1904	13091	4/10/19	4/1/19	1904	(6.06)	10-1120-410
	10-1120-411		AMAZON-TERRA COTTA SKODROS	1904	13091	4/10/19	4/1/19	1904	29.45	10-1120-411
	10-2410-410-3		AMAZON-MARDI GRAS CT FOR STAFF	1904	13091	4/10/19	4/1/19	1904	144.28	10-2410-410
	10-2410-410-3		AMAZON-OFFICE JGAUNKY BOARDS	1904	13091	4/10/19	4/1/19	1904	72.76	10-2410-410
	10-1120-390		SAM'S CLUB-SNOWFLAKE RNELSON	1904	13091	4/10/19	4/1/19	1904	47.48	10-1120-390
	10-2410-410-3		AMERICAN OUTFITTERS-TSHIRTS DI	1904	13091	4/10/19	4/1/19	1904	972.00	10-2410-410
	10-2410-410-3		QUILL-LABELS FOR MAILINGS	1904	13091	4/10/19	4/1/19	1904	67.98	10-2410-410
	10-1120-390		SAMS CLUB-SNOWFLAKE	1904	13091	4/10/19	4/1/19	1904	221.76	10-1120-390
	10-2410-410-3		AMAZON OFFICE SUPPLIES DIVERSIT	1904	13091	4/10/19	4/1/19	1904	242.20	10-2410-410
	10-2310-410		CAIRY CREATIONS-MUGS/SCI. OLYMP	1904	13091	4/10/19	4/1/19	1904	280.00	10-2310-410
	10-2410-410-3		VISTAPRINT-DIVERSITY NGT BANNEF	1904	13091	4/10/19	4/1/19	1904	148.46	10-2410-410
	10-1120-410		WALMART CGOMEZ TEACHER SUPPL	1904	13091	4/10/19	4/1/19	1904	168.17	10-1120-410
	10-2211-312		UNITED - SEAT FEE	1904	13092	4/10/19	4/1/19	1904	9.00	10-2211-312
	10-2210-410		QUILL - SPRAGUE ORDER K. PERRI	1904	13092	4/10/19	4/1/19	1904	1,112.36	10-2210-410
	10-2330-312		PESI OPPOSITIONAL DEFIANT ORDEF	1904	13092	4/10/19	4/1/19	1904	249.99	10-2330-312
	10-2330-640		PROGRESSIVE BUSINESS - SPED LAI	1904	13092	4/10/19	4/1/19	1904	164.95	10-2330-640
	10-1200-410		RITTENHOUSE - TESTING	1904	13092	4/10/19	4/1/19	1904	84.95	10-1200-410
	10-2330-312		GAYLORD PALMS/LRP ORLANDO APR	1904	13092	4/10/19	4/1/19	1904	285.11	10-2330-312
	10-2211-312		UNITED - AIRFARE LITTLEFAIR LRP O	1904	13092	4/10/19	4/1/19	1904	326.60	10-2211-312
	10-2211-312		LRP - LITTLEFAIR - APRIL 2019 ORLAN	1904	13092	4/10/19	4/1/19	1904	1,370.00	10-2211-312
									Total	<u>40,789.11</u>
									Report Total	<u><u>\$40,789.11</u></u>

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Paid Accounts Payable by Check Number

Printed: 5/15/2019 2:10 PM
 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2019 to 4/30/2019

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
N/A	10-1500-319	BOES, NANCY	REFEREES VOLLEYBALL 5/6	190402		4/2/19	4/1/19	10645	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	BURZA, DON	REFEREES VOLLEYBALL 4/16	190402		4/2/19	4/1/19	10646	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	BURZA, DON	REFEREES VOLLEYBALL 4/11	190402		4/2/19	4/1/19	10647	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	BURZA, DON	REFEREES VOLLEYBALL 4/23	190402		4/2/19	4/1/19	10648	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	BURZA, DON	REFEREES VOLLEYBALL 4/25	190402		4/2/19	4/1/19	10649	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	BURZA, DON	REFEREES VOLLEYBALL 5/2	190402		4/2/19	4/1/19	10650	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	BURZA, DON	Void REFEREES VOLLEYBALL 5/6	190402		4/2/19	4/1/19	10651	52.00	10-1500-319
N/A	10-1500-319		Void REFEREES VOLLEYBALL 5/6	9109		4/19/19	4/19/19	10651	(52.00)	10-1500-319
								Total	0.00	
N/A	10-1500-319	KNIGHT, ANTHONY	Void REFEREES VOLLEYBALL 4/9	190402		4/2/19	4/1/19	10652	52.00	10-1500-319
N/A	10-1500-319		Void REFEREES VOLLEYBALL 4/9	9093		4/3/19	4/3/19	10652	(52.00)	10-1500-319
								Total	0.00	
N/A	10-1500-319	KWIECINSKI, RICHARD	REFEREES VOLLEYBALL 4/23	190402		4/2/19	4/1/19	10653	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	LOGUE, NANCY	REFEREES VOLLEYBALL 4/18	190402		4/2/19	4/1/19	10654	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	NATHAN, FRANK	REFEREES VOLLEYBALL 4/16	190402		4/2/19	4/1/19	10655	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	PANAGIOTAROS, CYNTHIA	REFEREES VOLLEYBALL 4/18	190402		4/2/19	4/1/19	10656	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	PANAGIOTAROS, CYNTHIA	REFEREES VOLLEYBALL 5/2	190402		4/2/19	4/1/19	10657	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	PANAGIOTAROS, CYNTHIA	REFEREES VOLLEYBALL 5/8	190402		4/2/19	4/1/19	10658	52.00	10-1500-319

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2019 to 4/30/2019

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
								Total	52.00	
N/A	10-1500-319	PRESLEY, DARRYL	REFEREES VOLLEYBALL 4/9	190402		4/2/19	4/1/19	10659	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	PRESLEY, DARRYL	REFEREES VOLLEYBALL 4/30	190402		4/2/19	4/1/19	10660	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	PREUSS, LES	REFEREES VOLLEYBALL 5/8	190402		4/2/19	4/1/19	10661	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	SAUNDERS, MARK	REFEREES VOLLEYBALL 4/25	190402		4/2/19	4/1/19	10662	52.00	10-1500-319
								Total	52.00	
N/A	10-1500-319	GLASS, JOHN	REFEREES VOLLEYBALL 4/9	8093		4/3/19	4/3/19	10663	52.00	10-1500-319
								Total	52.00	
N/A	10-1112-416	GLENVIEW PARK DISTRICT, THE	4TH GRADE FIELD TRIP	190408		4/8/19	4/1/19	10664	1,617.00	10-1112-416
								Total	1,617.00	
0401700370-00	10-2540-370	LINCOLNSHIRE, VILLAGE OF	WATER/SEWER 2/4 - 3/5	190408		4/8/19	4/1/19	10665	418.44	10-2540-370
040170037100	10-2540-370		WATER/SEWER 2/4 - 3/5	190408		4/8/19	4/1/19	10665	126.80	10-2540-370
040170042500	10-2540-370		WATER/SEWER 2/4 - 3/5	190408		4/8/19	4/1/19	10665	739.20	10-2540-370
040160023900	10-2540-370		WATER/SEWER 2/4 - 3/5	190408		4/8/19	4/1/19	10665	765.50	10-2540-370
								Total	2,049.94	
N/A	10-1200-410	CHRISTINE ERICKSON PETTY C	GUIDED PETTY CASH 4/5 CBI TRIPS	190410		4/10/19	4/1/19	10666	166.66	10-1200-410
								Total	166.66	
N/A	10-3500-390	FIRST STUDENT	D103 SPRING BREAK 3/28 RIORSON V	190410		4/10/19	4/1/19	10667	381.00	10-3500-390
								Total	381.00	
N/A	10-3500-390	LAKE COUNTY FOREST PRESEF	D103 CAMP FIELD TRIP 6/19	190410		4/10/19	4/1/19	10668	50.00	10-3500-390
								Total	50.00	
N/A	10-3500-390	WHEELING PARK DISTRICT	D103 CAMP FIELD TRIP 6/12	190410		4/10/19	4/1/19	10669	100.00	10-3500-390
								Total	100.00	
N/A	10-1500-319	BURZA, DON	REFEREES SECOND GAME 4/11	190411		4/11/19	4/1/19	10670	28.00	10-1500-319
								Total	28.00	
N/A	10-3500-390	MUNDELEIN PARK DISTRICT	D103 FIELD TRIP 6/26 DEPOSIT	190411		4/11/19	4/1/19	10671	50.00	10-3500-390
								Total	50.00	

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 Lincolnshire-Prairie View SD #103
 Expense on Date: 4/1/2019 to 4/30/2019

Invoice #	A.S.N.	Vendor Name	Description	Batch #	P.O. #	Check Date	Expense on Date	Check #	Amount	State Account #
N/A	10-1500-319	KRAUS, JERRY	Void REFEREES VOLLEYBALL 5/6	8109		4/19/19	4/19/19	10672	52.00	10-1500-319
								Total	52.00	
N/A	10-1550-410	4H CONFERENCE CENTER	ANTHONY HAFNERS MEAL TICKET	191904		4/19/19	4/1/19	10673	250.00	10-1550-410
								Total	250.00	
N/A	10-2211-314	ILLINOIS HOLOCAUST MUSEUM	HONORARIUM DONATION 3/12 PTO	191904		4/19/19	4/1/19	10674	200.00	10-2211-314
								Total	200.00	
N/A	10-1500-319	BOES, NANCY	REFEREES VOLLEYBALL SECOND GA	190424		4/24/19	4/1/19	10675	28.00	10-1500-319
								Total	28.00	
N/A	10-1500-319	KRAUS, JERRY	Void REFEREES VOLLEYBALL SECON	190424		4/24/19	4/1/19	10676	28.00	10-1500-319
								Total	28.00	
N/A	10-1500-319	LOGUE, NANCY	REFEREES VOLLEYBALL SECOND GA	190424		4/24/19	4/1/19	10677	28.00	10-1500-319
								Total	28.00	
N/A	10-1500-319	PANAGIOTAROS, CYNTHIA	REFEREES VOLLEYBALL SECOND GA	190424		4/24/19	4/1/19	10678	28.00	10-1500-319
								Total	28.00	
N/A	10-1200-410	CHRISTINE ERICKSON PETTY C	GUIDED CBI TRIPS 4/12 AND 4/19	190426		4/26/19	4/1/19	10679	335.88	10-1200-410
								Total	335.88	
8030134	10-2520-342	US POSTAL SERVICE	POSTAGE NEOPOST ACCT 8030134	190429		4/29/19	4/1/19	10680	2,500.00	10-2520-342
								Total	2,500.00	
								Report Total	<u><u>\$8,776.48</u></u>	



Lincolnshire-Prairie View School District 103

1370 N. Riverwoods Road • Lincolnshire, IL 60069

847/295-4030 • FAX 847/295-9196

<http://www.d103.org>

MEMO

To: Board of Education
From: Patrick Palbicke
CC: Dr. Scott Warren
Date: May 16, 2019
Re: April 2019 Donations

During April 2019, the District received the following donations:

<u>Donors</u>	<u>Amount</u>	<u>Purpose of Donation</u>
PTO	136.46	Library Book Fair Purchases (Lathrop)
PTO	530.55	Library Book Fair Purchases (Lathrop)
PTO	268.44	Library Book Fair Purchases (Lathrop)
PTO	320.00	10 Player Buzzer System E4E (Yan)
PTO	1448.95	FCS Storage Cabinet (Kodros)
Lincolnshire Garden Club	500.00	Garden Club Grant (Hafner)
King Family	500.00	HD Outdoor Ed Scholarship
American Heart Association	100.00	HD Kids Heart Challenge (Helstad)

Recommendation:

We recommend approval by the Board of Education to accept the donations with gratitude for the donor's' generosity.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 16, 2019
Re: Approval of Employment

It is recommended that the Board accept and approve the employment of the following employees:

Jordyn Cohen, 3-5 Spanish to fill a leave of absence through the end of the 2018-2019 school year.

Robert Yaple, 6-8 Band teacher for the 2019-2020 school year.

John Fenton, Daniel Wright LBS teacher for the 2019-2020 school year.

Nadia Shams, Daniel Wright math teacher for the 2019-2020 school year.

Gayle White, 3-5 teacher for the 2019-2020 school year.

Katrina Catullo, to cover a leave of absence position at Sprague School.

Georgia Voutiritsas, 6th Grade Math .6 FTE for the 2019-2020 school year.

Haley Garrison, Daniel Wright LBS teacher for the 2019-2020 school year.

Deb Buchweitz, to fill leave of absence 2019-2020 school year.

Approval of Employment

Staff Members Placement on Master Contract

Jordyn Cohen, 3-5 Spanish to fill a leave of absence of Jennifer Vazquez for a pro-rated salary of \$6,920.15.

Robert Yaple, 6-8 Band teacher for the 2019-2020 school year. MS+0 Step 6 for a salary of \$59,946.00.

John Fenton, DW LBS teacher for the 2019-2020 school year. MS+0 Step 4 for a salary of \$57,226.00.

Nadia Shams, DW Math teacher for the 2019-2020 school year. MS+24 Step 7 for a salary of \$62,499.00.

Gayle White, 3-5 teacher for the 2019-2020 school year. MS+0 Step 10 for a salary of \$67,173.00.

Katrina Catullo, current Team Lit Associate to cover the leave of absence for Anna Ahne \$14,977.25.

Georgia Voutiritsas, 6th Grade Math teacher .6 FTE. MS+0 Step 6 for a salary of \$35,967.60.

Haley Garrison, DW LBS teacher for the 2019-2020 school year. BS+0 Step 3 for a salary of \$48,634.00.

Deb Buchweitz, LOA Christina Louchious 2019-2020 school year \$45,431.00.



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

3rd Grade Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
White, Gayle	MS	4	10	\$67,173.00

AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Gayle White
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Gayle White** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$67,173** for the term commencing **September 15, 2019** in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

GAYLE WHITE

2201 Ash Lane, Northbrook, Illinois, 60062

(224) – 458-8370

gaylewhite1@yahoo.com

Objective

To be a full-time teacher who gets children excited to learn so that they function at their highest potential.

Experience

Nov. 2018 – pres. **Full Time Special Education Assistant, Meadowbrook School District 28, Northbrook, IL**

- Work closely with individual and small groups academically and socially
- Collaborate closely with teachers and parents

08/18 – 11/18 **Kindergarten Full Time Teacher, Meadowbrook School District 28, Northbrook, IL**

- Covered full time maternity leave
- Worked closely with individual and small groups academically and socially
- Collaborated closely with students, teachers, and parents
- Implemented Seesaw
- Set individualized goals in reading and writing for each student
- Created multiple lesson plans per class to reach a variety of learning styles
- Implemented various reading and writing methods including the workshop model

2017-2018 **Full Time Special Education Assistant, Meadowbrook School District 28, Northbrook, IL**

2016 – pres. **Second Grade Sunday School Teacher, Temple Jeremiah, Northfield, IL**

2016-2017 **Fifth Grade Full Time Teacher, Meadowbrook School District 28, Northbrook, IL**

- Covered full-time year-long maternity leave
- Created student - focused lesson plans to reach a variety of learning styles
- Implemented Literacy Studio and Math Workshop
- Collaborated with students, parents, and colleagues
- Facilitated problem solving and goal setting
- Implemented Common Core

2013-2016 **Teacher's Aide and substitute, Meadowbrook School District 28, Northbrook, IL, Fifth Grade**

1995-2005 **Third and Fourth Grade Teacher, Meadowbrook School District 28, Northbrook, IL**

- Collaborated with 4th grade teachers to design lessons using the workshop model
- Participated in developing the STAR program (Success Through Acting Responsibly) to help students cope with social / emotional issues

1994-1995 **Second Grade Teacher, Greenbriar School District 28, Northbrook, IL**

Education

2012-Current IPAD Certified, Strategic Plan Committee, Technology Camp, Teaching with the iPad, How the Brain Learns Math, Math Workshop Seminar, Math Talks, Putting Patterns of Powers into Practice, Transforming Young Writers: Assessment and Conferencing Practice, Caudill and Bluestem Workshop, Handwriting Without Tears, Continuing Education and Workshops: Ten Things Every Writer Should Know, Writer's Notebook, Talk and Understanding, Informational Text, , The First Fifteen Days, Common Core, , Lucy Culkins Seminars, Literacy Studio Workshop, Courageous Conversations

1999 Saint Xavier University-Master's in Education

1993 Bradley University Type 03

References

Dr. Pat Thome
Principal, Meadowbrook School District 28
(847) 504-3601

Dr. Rosanne Dwyer
Director of Student Services District 28
(847) 504-3405

Jessica Lifshitz
Teacher, Meadowbrook School District 28
(847) 504-3600

Michelle Hitzman
Teacher, Meadowbrook School District 28
(847) 504-3600

Stacy Verne
Teacher, Meadowbrook School District 28
(847) 504-3600

Dr. Gail Duke
Former Principal, Meadowbrook School District 28
(239) 348-0524



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

3-5 Spanish LOA
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Cohen, Jordyn	BA	1	1	\$6,920.15 *Prorated

AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Jordyn Cohen
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Jordyn Cohen** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$6,920.15 *Prorated** for the term commencing **May 15, 2019** in equal installments twice a month for a period of **two months (4 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
- ~~4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.~~
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

JORDYN M. COHEN

1199 E. Port Clinton Rd. Unit 502, Vernon Hills, IL 60061
jordyn.cohe@gmail.com | (847) 239-2827

Education

Lake Forest College

Bachelor of Arts in Spanish, *magna cum laude*

Bachelor of Arts in K-12 Education, *magna cum laude*

GPA: 3.8

Lake Forest, IL

2015

University of Michigan

College of Literature, Science and the Arts

Ann Arbor, MI

2011-2012

Professional Experience

District 128

Vernon Hills High School Spanish teacher

Vernon Hills | Libertyville, IL

2017-2018

- Designed unit, lesson plans and curriculum using guidelines of the department
- Implemented behavioral systems to hold students accountable for their class behavior and participation

Libertyville High School Varsity Dance Team Coach

- Organized and led a 3-month pre-season dance clinic for athletes
- Wrote and implemented guidelines for athletic performance and athletic conduct
- Organized the fall and winter season programs to include practices, game performances, and competition participation
- Designed an athlete website to communicate with both athletes and families about events and performances

Zion-Benton Township High School District 126

Zion, IL

Spanish I and II teacher

2016-2017

- Designed unit and lesson plans using guidelines of the department's new Level I curriculum
- Crafted new curriculum for Level II languages to be implemented in the 2017-2018 school year
- Implemented behavioral systems to hold students accountable for their class behavior and participation
- Led a guided study class to remediate students with failing performance in a variety of content areas

Varsity Dance Team Coach

- Organized and instructed a 2 month pre-season dance clinic for interested athletes
- Wrote and implemented guidelines for athletic performance and athletic conduct
- Organized the dance program to include practices, game performances, and competition participation
- Designed a communication system to involve both athletes and families in events and performances

Student Teaching and Field Experience

Glenbrook South High School

Glenview, IL

Student teacher, Spanish II Honors and Spanish III Studies

2016

- Designed unit plans for the novel *Don Quixote* and Pre-Colombian civilizations
- Developed learning materials and assessments to accommodate students with special needs (i.e. 504 plans and IEPs)
- Created differentiated assessments for interpretive, interpersonal, and presentational skills as outlined by ACTFL
- Implemented organizational and study strategies for students to improve daily participation and performance

Wilmot Elementary School

Deerfield, IL

Student teacher, Elementary Spanish

2015

- Designed lessons using the target language for students in grades K-5th
- Implemented variety of instruction and differentiation in products and processes to accommodate the developmental stages per grade level

Robert E. Abbott Middle School

Waukegan, IL

Student teacher, 7th Grade Bilingual ELL/Communications, 7th Grade U.S History

2015

- Designed a culturally responsive and developmentally appropriate unit plan on the U.S Constitution for 7th grade bilingual/ELL students
- Partnered with the bilingual/ELL staff to create differentiated English language instruction to meet the needs of students at various tiers of the bilingual program

Other Work Experience

Jewish Council for Youth Services

Highland Park, IL

2016-2018

- Assistant site director at the Lillian Lutz Recreation Center
- Director of After Camp Care program for children ages 4-12
- Communicated daily with parents regarding their child's social and emotional needs at camp

Adlai E. Stevenson High School

Lincolnshire, IL

Spirit Revolution Assistant Volunteer Poms Coach

2013-2016

Awarded IHSA Coaching Certification

- Partnered with Varsity, Junior Varsity and Freshman coaches to facilitate productive and safe daily practices
- Led and supervised daily practices, athletic events, and competitions at the Junior Varsity and Freshman levels

Skills & Certifications

- **Certifications:** IHSA Coaching Certificate, ISBE Educator License, CPR, AED, Yoga Alliance Certification
- **Skills:** Microsoft Programs (Word, Excel, Powerpoint, Outlook), Google Programs (Forms, Docs, Slides, Sheets, Classroom), Event Planning
- **Languages:** English (Native), Spanish (Fluent)



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

7-8 LBS Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Fenton, John	MS	4	4	\$57,226.00

AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

John Fenton
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **John Fenton** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$57,226** for the term commencing **September 15, 2019** in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

JOHN V. FENTON

(312) 420-7293 □□ jvfenton@yahoo.com □□ 5101th Harvey Avenue, Unit G, Oak Park, IL 60302

LICENSURE

PEL (SCGE K-9) with Middle School, Social Science, Language Arts, and LBS-I endorsements.

TEACHING EXPERIENCE

Co-/Instructional Teacher (Social Studies and Mathematics) and Case Manager **2016 – Present**
Lincoln Middle School, Berwyn North 98, Berwyn, IL

- Co-/Instructional Teacher in an ISBE designated “exemplary” Title I middle school with a racially/ethnically, linguistically, and academically diverse student body.
- Plan, accommodate/modify and continually assess student-centered standards-aligned lessons.
 - Social Studies
 - Inquiry Design Model focusing on argumentative writing, primary/secondary source analysis, student led discussions, student choice, and connecting curriculum to student lives through Informed Action Projects.
 - 62% of students met or exceeded PARCC ELA standards.
 - Member, District Social Studies Curriculum Writing Committee.
 - Mathematics
 - Lessons influenced by Illustrative Math, Jo Boaler, and Engage NY.
 - 49% of co-taught students at/almost meeting grade level growth expectations.
 - 65% of instructional students at/almost meeting grade level growth expectations.
- Classroom environment and management.
 - Capturing Kids’ Hearts.
 - Develop authentic classroom relationships through enhancing interpersonal bonds.
 - Each class period creates and then self-monitors unique behavioral expectations that build community and reduce consequences and behavior referrals.
 - PBIS expertise and Character Counts familiarity.
- Case Manager.
 - Draft IEPs in collaboration with special/general education teachers and related services.
 - Progress monitor and analyze classroom and intervention data in support of academic, behavioral, and student related decisions.
 - Regularly communicate with students, colleagues, and parents/guardians to recognize academic and behavioral successes and address challenges.
 - Conduct annual review and three-year re-evaluation testing.
- Professional Development includes: SIOP; online student motivation workshop (Dave Stuart, Jr.); executive functioning workshop; and CPI.
- Regular readings include Cult of Pedagogy, Smart Classroom Management, and Gilder Lehrman.
- Extracurricular/after school activities: District Curriculum Writing Committee (Social Studies); Speech/Drama Team; Mathematics Olympiad Team; content/caseload after school tutoring and homework hour (volunteer); Buddies Program Mentor; Emerging Leaders Network (community organization focusing on academic tutoring/guidance and career readiness); Athletic Supervision.

JOHN V. FENTON

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ADDITIONAL EDUCATIONAL EXPERIENCE

Teacher Associate (Extended Resource Program), Grades 5 – 7 Central Middle School, Glencoe 35, Glencoe, IL	September 2015 – June 2016
Student Teacher (Social Studies and Language Arts), Grade 7 Grove Junior High School, CCSD 59, Elk Grove, IL	January 2015 – June 2015
Substitute Teacher, Grades PK – 8 CCSD 59, Northbrook-Glenview District 30, Our Lady of Mount Carmel	August 2014 – January 2015
Teacher (Summer School Mathematics and Literacy), Grade 6 Lakewood Elementary School, CUSD 300, Carpentersville, IL	June – July 2014
Literacy Tutor, Grade 3 Open Books, Ltd. - Mitchell Elementary School, Chicago, IL	August 2012 – June 2013

EDUCATION

M.A.T., Elementary Education, National Louis University, Chicago, IL	2015
J.D., University of Southern California Law School, Los Angeles, CA	1998
B.A., DePaul University, Chicago, IL	1993

LEGAL & MILITARY EXPERIENCE

Labor, School, and Employment Attorney, San Diego, CA and Chicago, IL	1998 - 2012
United States Marine Corps	1985 – 1989



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

7/8 Math Teacher
FTE: 1.0

<u>TEACHER</u> Shams, Nadia	<u>DEGREE</u> MS	<u>LANE</u> 6	<u>STEP</u> 7	<u>TRS SALARY</u> \$62,499.00
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AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Nadia Shams
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Nadia Shams** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$62,499** for the term commencing **September 15, 2019** in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER’S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.

4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

Teacher Contract

page 2

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City

State

Zip

Date

Nadia Shams

Math Teacher - Grayslake School District

Round Lake, IL 60073

nadshams@gmail.com

(224) 321-0295

Excellent interpersonal skills

Well organized & Team player

Positive attitude and flexible nature

Leadership ability and work ethic

Bi-lingual Urdu/English and some Spanish

Computer literate: Comfortable in MAC and Windows environment

Experience with SMART board technology

Software/App/Program experience includes Chemdraw & Microsoft Office Suite; Kami; GoGuardian;

Google Classroom

PROFESSIONAL

Authorized to work in the US for any employer

Work Experience

Math Teacher

Grayslake School District - Grayslake, IL

2015 to Present

- Taught Math 7, Advanced Math 8, Advanced Algebra 1, and Advanced Geometry
- Administered student-lead math lessons from Carnegie Learning Resource
- Assisted students one-on-one in Homework Club
- Supervised Saturday School
- Supervised after school Detention
- Participated in Student Mentoring Program
- Chaperoned student events and activities
- Tried different teaching strategies, including flipped classroom
- Collaborated with district-wide math team to create and organize four year curriculum, beginning with unit guides
- Collaborated with district-wide math team to create common assessments
- Collaborated with building Instructional Coach to learn and implement best teaching and assessing strategies
- Worked in collaboration with team teachers on a Professional Learning Committee
- Member of district-wide Diversity Committee

Math and Science Teacher

Cristo Rey St Martin de Porres College Prep - Waukegan, IL

2012 to 2015

- Taught Algebra I, Geometry, Algebra II, and Pre-Calculus
- Taught Freshman Biology

- Taught summer school for math Bridge Program for incoming Freshman
- Taught a Geometry Loop class after school for struggling students
- Focused on literacy in math
- Tried different teaching strategies, including flipped classroom
- Collaborated with math team to create common assessments
- Participated in school-centered evaluations through classroom observations
- Started to create and organize new four year math curriculum with math team
- Chaperoned student activities, such as overnight Retreats and community volunteer programs
- Homecoming Committee member in 2014

Reading Assistant

Grayslake School District - Grayslake, IL
2007 to 2012

- Assist classroom teachers with large and small groups,
- Administer reading assessments: AIMS Web & Rigby,
- Apply remediation to small groups: Read Naturally, Earobics, LLI & Reading A-Z,
- Internal substitute teacher as needed,
- Member of Blue Ribbon School of Excellence committee in 2008,
- Creating and organizing a Science Discovery Center for K-4.
- Administering Number Worlds tier 3 math interventions to 1st & 3rd grades.

Substitute Teacher

2006 to 2007

- Enthusiastically accepted assignments the morning of or in advance,
- Successfully taught lessons with little or no preparation,
- Effectively disciplined students as needed,
- Always received positive feedback from students and teachers.

Adjunct Professor

College of Lake County - Grayslake, IL
2006 to 2006

- Taught undergraduate chemistry and led chemistry lab,
- Wrote, administered, and evaluated tests and quizzes,
- Prepared and delivered lectures,
- Created Power Point presentations to accompany lectures,
- Received positive feedback and evaluations from students,
- CLC asked me to return as an adjunct professor, but I chose to pursue a job more suited to my children's schedule and needs.

Parent Volunteer

Language Arts
2004 to 2006

- Assisted in math and writing centers,
- Implemented lessons and technology supported projects,
- Supervised and assisted Language Arts writer's workshop and other projects,
- Tested student reading comprehension and assisted reading groups,
- Voluntarily worked for the reading department for two months,
- Vice President of PTO in 2006-2007 school year,

- Ran for election of the school board in 2007.

Teaching Assistant

Michigan State University - East Lansing, MI
1995 to 1997

- Performing and teaching General Chemistry labs and Physical Chemistry,
- Prepared and presented lectures prior to lab experiments,
- Demonstrated experimental procedures,
- Taught and followed safety procedures,
- Prepared chemicals needed for class,
- Performed/prepared other procedures upon request,
- Evaluated student labs, work and examinations.

Science Department Tutor

Barat College - Lake Forest, IL
1993 to 1995

Served as tutor for general chemistry undergraduates.

Laboratory Assistant

1991 to 1995

- Maintained inventory assuring chemicals were in code,
- Organized, cleaned and distilled equipment,
- Organized, cleaned, and maintained chemical stockrooms,
- Set up Chemistry and Biology labs,
- Developed and maintained lab inventory; organized chemicals and lab equipment.

Education

M.S. Education in Teaching

Quincy University - Quincy, IL
August 2013

M.S. in Physical Chemistry

Michigan State University - East Lansing, MI
December 1999

B.A. in Chemistry and Physics

Barat College - Lake Forest, IL
May 1995

Skills

Teaching, problem solving, Communications, Typing, Powerpoint

Assessments

Teaching Skills: Elementary Lesson Planning — Highly Proficient

February 2019

Measures a candidate's ability to develop lesson plans for elementary-level classrooms that promote effective learning.

Full results: https://share.indeedassessments.com/share_assignment/65flrommz7pr6dlh

Verbal Communication — Highly Proficient

February 2019

Measures a candidate's ability to effectively convey information when speaking.

Full results: https://share.indeedassessments.com/share_assignment/s5r5axj1pqipvomd

Written Communication — Highly Proficient

February 2019

Measures a candidate's ability to convey written information using proper grammar rules.

Full results: https://share.indeedassessments.com/share_assignment/36tp5q7rchx5hz5r

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6-8 Band Teacher
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Yaple, Robert	MS	4	6	\$59,946.00

AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Robert Yaple
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Robert Yaple** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$59946** for the term commencing **September 15, 2019** in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

Robert Yaple

robbyaple@gmail.com

814-450-8282

2532 Edina Blvd., Zion, IL 60099

EDUCATION

- **Northwestern University**, Evanston, IL 2016–2017
Master of Music in Music Education
Area of emphasis: music cognition.
- **Ithaca College**, Ithaca, NY 2005–2009
Bachelor of Music in Music Education, Magna Cum Laude
Primary instrument: clarinet.

CERTIFICATION

- **Illinois Professional Educator License**, Music endorsement K–12 2017–present
- **New York State Teaching Certificate**, Music initial certificate 2009–2014

PROFESSIONAL EXPERIENCE

- **Central School**, Glencoe, IL: Instrumental music teacher 2018–present
Grades 5–8 band ensembles, instrumental music lessons, and jazz band.
- **West Elementary**, Zion, IL: Music teacher Fall 2017
General music grades K–6. Extracurricular choir director.
- **Northwestern University**, Evanston, IL: Basketball Band Graduate Assistant Director 2016–2017
Directed NCAA Division I men’s and women’s basketball games, including B1G tournament play.
- **Alphonsus Academy & Center for the Arts**, Chicago, IL: Director of music 2010–2016
General music grades PreK–4. Emphasis on composition, vocal and instrumental performance, and movement.
Concert band, grades 4–8. Coordinated growth of new band program.
Weekly school mass accompaniment on piano, managed liturgical program.
- **Private instrumental lessons** 2010–2016
Clarinet, saxophone, flute, trumpet, euphonium, ukulele, piano, composition and music theory
- **Northshore Concert Band**, Evanston, IL: Administrative assistant 2010–2012
Festival Manager, 2012 Northshore Concert Band Festival of Music

PRE-SERVICE TEACHING

- **Lambeth Music Services**, London, England: part-time internship Spring 2009
General music and large group instrumental instruction, ages eight and nine
- **Horseheads High School**, Horseheads, NY: full-time student teaching Fall 2008
- **Ithaca College**, Ithaca, NY: tutor, Music Theory Fundamentals Fall 2008
- **Dryden Elementary School**, Dryden, NY: part-time student teaching 2007–2008

PROFESSIONAL DEVELOPMENT

- **IL CMP Summer Workshop** (Northern Illinois University, DeKalb, IL) Summer 2018
- **Summer Kodály Institute**, Level I course (DePaul University, Chicago, IL) Summer 2015
- **Orff-Schülwerk**, Level II course (DePaul University, Chicago, IL) Summer 2014
- **Conducting and Wind Music Symposium** (Northwestern University, Evanston, IL) Summers 2015 & 2014
- **Northeast Wind Conducting Symposium** (Ithaca College, Ithaca, NY) Summer 2014
- **Orff-Schülwerk**, Level I course (DePaul University, Chicago, IL) Summer 2013

PERFORMANCE EXPERIENCE

- **Northshore Concert Band** (Evanston, IL): Bass Clarinet 2009–present
- **Northwestern University Ensembles**: Symphonic Band, University Chorale 2016–2017
- **Ithaca College Ensembles**: Symphony Orchestra, Woodwind Quintet, Wind Ensemble 2005–2009

Robert Yapple

robbyapple@gmail.com

814-450-8282

2532 Edina Blvd., Zion, IL 60099

PROFESSIONAL REFERENCES

Ryan Mollet

Principal, Central School

Phone: 847-835-7600

Email: molletr@glencoeschools.org

Relationship: Supervisor as Principal of Glencoe Central

Catherine Wang

Superintendent, Glencoe School District 35

Phone: 847-835-7800

Email: wangc@glencoeschools.org

Relationship: Superintendent of Glencoe School District

Megan Stanton-Anderson

Principal, DePaul College Prep

Phone: 773-910-6888

Email: mstantonanderson@gmail.com

Relationship: Supervisor as Principal of Alphonsus Academy (2010–2015)

Sarah Bartolome

Assistant Professor of Music Education, Northwestern University

Phone: 847-491-8948

Email: sarah.bartolome@northwestern.edu

Relationship: Instructor for two courses, Committee member for Masters capstone exam (2016–2017)



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6th Grade Math
FTE: .60

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Voutiritsas, Georgia	MS	4	6	\$35,967.60

AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Georgia Voutiritsas
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Georgia Voutiritsas** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$35967.6** for the term commencing **September 15, 2019** in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

GEORGIA VOUTIRITSAS

137 Golf View Circle, Prospect Heights, Illinois, 60070
gvouts1010@aol.com | 847-420-8858

PROFILE

A dynamic and dedicated professional with a sincere approach to providing a creative learning environment to accommodate all learning styles. Highly qualified with superb interpersonal skills who is able to establish positive relationships with students, parents and faculty members.

EDUCATION

Masters of Technology in Education — National Louis University, 2006

Bachelors of Art in Elementary Education, Minor in Mathematics — Northeastern Illinois University, 2002

CAREER EXPERIENCE

Long-Term Math Substitute, Tripp Aptakisic School District 102, Buffalo Grove, IL Nov 2018 - Current

- Maintained and managed classroom routines
- Differentiated instruction to meet the needs of all students
- Consulted with special education teachers, resource teachers, and speech therapist weekly to ensure all goals are being met throughout the day
- Communicated with parents on a weekly basis regarding classroom activities, assessments and events
- Utilized various technologies and websites in the classroom, including Schoology, Notability, PowerSchool, Desmos and Kahoot!

Assistant Director, Plato Academy, Des Plaines, IL — 2012-2017

- Created and maintained the school website and social media accounts
- Created and published the school yearbook
- Communicated with parents and teachers to help address any student needs
- Assisted with student conflict and conflict resolution
- Provided technical support for all staff

Middle School Math Teacher — Maple Middle School, Northbrook, IL 2002-2008

- Developed interactive lessons in accordance with the school and state curriculum standards
- Designed an effective learning environment to support the goals and development level of all students
- Participated in math curriculum-writing projects
- Analyzed test results and student progress of various concepts before and after assessments
- Provided a full range of social development activities during advisory period
- Provided extra help after school and during lunch to ensure student success
- Established and maintained effective parent-teacher communication
- Incorporated the SMARTBoard into lessons and provided hands-on experience for all students
- Coached Cross Country and Track and Field
- Served as a member of Building and District Technology Committees and the Technology Immersion Program
- Assisted with two school musicals, *Alice in Wonderland* and *Treasure Island*
- Served on the Social Committee

ADDITIONAL CERTIFICATIONS

- **Middle School Endorsement** - Northeastern Illinois University, 2002
- **Google Certified Educator** - 2019

REFERENCES

Dana Tamez, Principal of Aptakisic Junior High | 847-353-5500
Maria Bolos, Director of Plato Academy | 847-768-7188
Steven Waitz, Maple School Principal, Retired | 312-315-1344



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

K-2 ELL Teacher LOA
FTE: 1.0

<u>TEACHER</u> Catullo, Katrina	<u>DEGREE</u> BS	<u>LANE</u> 1	<u>STEP</u> 1	<u>TRS SALARY</u> \$14,977.25 <i>*prorated</i>
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AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Katrina Catullo
hereinafter called the TEACHER*
WITNESSETH

A. EMPLOYMENT:

1. The BOARD hereby employs **Katrina Catullo** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of \$ **14,977.25** or the term commencing **September 15, 2019** in equal installments twice a month for a period of **three months (5 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER’S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

Katrina N. Catullo
1411 Brighton Lane
Lake Villa, IL 60046
847-508-0038
kcatullo@d103.org

CAREER OBJECTIVE

A position as English Language Learner long term leave of absence teacher at the elementary level

EDUCATION

Northern Illinois University, DeKalb, IL

Certification: Illinois Type 09, May 2008

Bachelor of Arts in English, May 2008

Endorsements: High School English

Middle School Social Sciences

Middle School English/Language Arts

College of Lake County, Grayslake, IL Associate of Arts in English, May 2005

TEACHING EXPERIENCE

Teacher Associate: Laura B. Sprague Elementary School, Lincolnshire, IL. Fall 2009-Present

- ☐☐ Instructs students one-on-one or in small groups; to differentiate instruction based on student needs
- ☐☐ Participates as a Team Literacy teacher; teaching students based on reading levels and abilities, to increase student comprehension, decoding skills, sound recognition abilities, and writing skills
- ☐☐ Creates and implements lessons in literacy, math, science, social studies, and the Second Step program with the purpose of increasing student learning in a variety of academic fields
- ☐☐ Creates and reinforces classroom management by creating student relationships followed by consistent follow-through
- ☐☐ Acts as substitute teacher within the multiple grade levels

First Grade Long Term Leave of Absence Teacher, Laura B. Sprague Elementary School, Lincolnshire, IL
August-September 2015

- ☐☐ Started the school year by setting expectations and boundaries that allowed the students to succeed within the classroom
- ☐☐ Established strong relationships with students parents by maintaining communication via email, weekly updates, and phone conversations

Performed a variety of beginning of the year assessments in order to place students in appropriate learning groups, and guide differentiated instruction
Implemented lessons for a variety of academic fields such as science, math, social studies, and the Second Step program
Worked collaboratively with a multitude of staff members to aid in student learning
Participated in both staff development meetings and district wide in-service days
Prepared students for the transition back to the main classroom teacher by demonstrating classroom procedures and expectations clearly during the transition period

Summer School Teacher/Associate, Daniel Wright Middle School, Lincolnshire, IL 2015-Present

Created and implemented a variety of lessons designed to increase student learning during the summer months
Worked with non-English speaking students, focusing on increasing listening, speaking, reading, and writing skills
Established expectations through student created rules
Communicated with parents through a letter sent home weekly detailing the learning objectives

Student Teacher, Wauconda Middle School, Wauconda, IL Spring 2008

Developed interdisciplinary units for five classes in three disciplines, English(literature), Language Arts, and Social Studies for sixty sixth grade students
Expanded students' writing abilities through use of the Six Plus One Writing Traits
Created a holistic unit on novel study, incorporating vocabulary, group work, extended responses, and on-line research components
Enhanced inferential and critical thinking skills through guided literature exploration
Provided students with additional academic aid through in-school tutoring
Produced academic assessments and worksheets for student advancements
Established classroom management by consistently engaging in student created rules
Contributed to middle school in-service days by offering perspective on school goals for the incorporation of online grading and attendance
Participated in faculty meetings and attended parent/teacher conferences

SKILLS

Technology: Fluent in MS Word, Excel, and Notebook Applications; Smart Board Capable, experience with web design

Language: Basic understanding of Spanish

Certifications, EPI-Pen, CPR, Red Cross First Aid

HONORS

Phi Theta Kappa, 2003-2005

Dean's List, 2003-2008

Golden Key National Honor Society, 2003-2005



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6-8 LBS
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Garrison, Haley	BS	1	3	\$48,634.00

AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Haley Garrison
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Haley Garrison** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$48,634** for the term commencing **September 15, 2019** in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

Haley Garrison

Garrisonhaleyn@gmail.com | (224) 430-7972 | 2888 Grove Ct., Decatur, IL 62521

PROFESSIONAL SUMMARY

Special Education Teacher equipped with a positive attitude and passion as an ongoing learner. Eager to extend current skills in any environment working with exceptional learners. Looking forward to continued implementation of differentiated instruction. Passionate about building strong rapport with all students.

WORK HISTORY

Decatur Public Schools. Decatur, IL

Life Skills Special Education Teacher | 08/2017 - Current

- Provided life skills programming for students with moderate to severe disabilities to implement individualized interventions.
- Developed and managed instructional materials and reports.
- Created formal and informal assessments for progress monitoring.
- Delivered effective and differentiated classroom instruction to a diverse range of developmentally challenged students.
- Coordinated special education students and teacher assistant schedules with the master schedule.
- Aligned lesson plans to age-appropriate Common Core standards.
- Implemented and taught a life skills program.
- Collaborated with students with multiple degrees of special needs to accomplish various tasks.
- Created and managed IEPs to define student learning objectives and educational strategies, in addition to applying instructional knowledge and methods to support goals.
- Used positive reinforcements to manage behavior with respect and dignity.

Zion Park District. Zion, IL

Special Recreation Camp Site Leader | 05/2013 - 08/2017

- Collaborated with staff to create a positive summer environment and schedule.
- Created adaptable games to assist children with a variety of disabilities.
- Supervised seven staff members throughout the summer to maintain a positive work environment.
- Organized field trips and activities over an eight-week period.
- Implemented a behavior plan using a positive reinforcement point system.

SKILLS

- LBS1 Certification-Type 10, Current
- Trained in CPI
- Student progress reporting
- Assessment
- Differentiated instruction
- Classroom management
- Lesson planning
- Group and individual instruction
- First Aid and CPR Certified
- Positive and encouraging
- Age-appropriate lesson planning

EDUCATION

Illinois State University

Normal, IL
2017

Bachelor of Science: Special Education LBS1

PRE- TEACHING EXPERIENCE

Grayslake North High School, Grayslake Community District 127

Grayslake IL

Student Teacher Intern . 01/2017-05/2017

- Differentiated learning materials for students with emotional and behavioral disabilities
- Developed daily standards-based lesson plans for an Individualized English class with students 9-12th grade
- Developed daily standards-based lesson plans for an instructional US History class for learners with intellectual disabilities
- Modified materials for different learning styles and student's IEPs
- Created an environment where safe to express emotion and questioning skills in all content areas
- Collected data to monitor student progress on IEP goals and objectives

Eisenhower High School, Decatur Public School District 61 Decatur IL

Field Base Student/Student Teacher Intern . 08/2016-12/2016

- Developed daily standards-based lesson plans for a Departmentalized Life Skills program, grades 9-12
- Modified and adapted materials to meet individual learner's needs
- Implemented behavior intervention plans to positively correct behaviors
- Instructed and differentiated for diverse learners in Life Science, Vocational, and Current Event contents
- Collaborated with a team of teaching professionals and nine paraprofessionals



LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103
TEACHER CONTRACT

6th ELA/Intervention Specialist LOA
FTE: 1.0

<u>TEACHER</u>	<u>DEGREE</u>	<u>LANE</u>	<u>STEP</u>	<u>TRS SALARY</u>
Buchweitz, Deborah	BS	1	1	\$45,431.00

AGREEMENT MADE THIS **21st DAY OF May, 2019** between the Board of Education of Lincolnshire-Prairie View School District 103, Lake County, Illinois, hereinafter called the BOARD, and

Deborah Buchweitz
hereinafter called the TEACHER*
W I T N E S S E T H

A. EMPLOYMENT:

1. The BOARD hereby employs **Deborah Buchweitz** as a legally qualified teacher, who holds a valid teaching certificate issued by the Illinois State Teacher Certification Board, with such powers and duties in that connection as may be fixed by the BOARD in this contract and in its policies, rules, and regulations. The employee shall work the days specified in the attached calendar.
2. The BOARD shall pay to the TEACHER a salary of **\$45,431** for the term commencing **September 15, 2019** in equal installments twice a month for a period of **twelve months (24 pay periods)**.
3. The BOARD shall indemnify and protect the TEACHER against civil rights damage claims and suits, constitutional rights damage claims and suits, and death, bodily injury, and property damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the BOARD.
4. During each school year the principal shall file for non-tenured teachers the District 103 Teacher Evaluation Form on or about December 15 and March 15 with the superintendent and provide the TEACHER with a copy of the completed evaluation.
5. Each newly hired TEACHER shall submit evidence of physical examination to the BOARD prior to the beginning of the school year.
6. The TEACHER shall notify the BOARD of any changes in the TEACHER'S certification status, any credit hours that he/she may have earned, and any academic course work that he/she has undertaken and completed.

B. TEACHER DUTIES:

1. The TEACHER agrees to devote effort to the development and implementation of the educational program of the BOARD.
2. The TEACHER shall be required to fulfill all requirements as specified in the Board Policy Handbook and the rules and regulations of The School Code of Illinois as from time to time in effect.
3. The TEACHER shall keep an accurate register of the daily attendance for each assigned pupil enrolled in the school, and shall make such other reports and keep records as required by the laws of the State of Illinois, the BOARD, or the administration.
4. The TEACHER shall be responsible for and deemed to have knowledge of all the rules, regulations, and policies established by the BOARD, and shall carry out duties prescribed therein. Copies of the Board Policy Handbook shall be available in each school office and school library.

C. MASTER CONTRACT:

The TEACHER agrees to be bound by the Master Contract and acknowledges receipt of a copy thereof.

D. TERMINATION:

1. In the event the TEACHER violates any of the provisions of this contract, or fails to perform the services and duties required of him/her, or violates the rules and regulations of the BOARD, or otherwise gives cause for his/her discharge, this contract shall be terminated, subject to the provisions of the School Code of Illinois. Rights of due process shall be granted where applicable.
2. In the event the TEACHER shall be dismissed by the BOARD or shall have his/her certificate suspended, revoked, or canceled by the Regional Superintendent of Schools or the State Teachers' Certification Board, the TEACHER shall not be entitled to receive any compensation from and after the date of such dismissal, suspension, revocation, or cancellation.

E. PART-TIME TEACHER ATTENDANCE EXPECTATIONS:

Part-time teachers are required to attend each full-day District institute day; they are responsible to conduct parent-teacher conferences in an amount of time proportionate with their FTE equivalent, although it does not necessarily have to be on the designated days (by mutual agreement with the building principal and/or supervisor). Part-time employees are not required, but are invited, to come to a staff meeting if it falls on a day or time when they are not required to be in attendance. They are, however, responsible for the content of the meetings. Part-time teachers who are not scheduled to work on early-release days are invited to attend these events. This information will be included in the staff assignment letters which are prepared by the Business Office.

F. NOTICE:

All notices under this contract shall be deemed properly served if given in writing and served upon the TEACHER and the President of the BOARD personally or by certified mail, return receipt requested, addressed to the party as set forth in this contract, or at such other address as may be hereinafter furnished by the TEACHER in writing.

Pursuant to an AYE and NAY vote taken and recorded at a lawful meeting of the said BOARD, this contract is executed in duplicate this **21st day of May, 2019**.

President, Board of Education

I accept the contract tendered me in the foregoing and agree to all terms, conditions, and requirements therein set forth.

Teacher

Street

City State Zip

Date

DEBORAH BUCHWEITZ

1431 W. Balmoral Ave
Chicago, IL 60640
847-254-6167
DBuchweitz@d103.org

EDUCATION

Northeastern Illinois University, 1981

- BA Elementary Education, Kindergarten – 9th Grade
- Graduated with High Honors

EXPERIENCE

Teacher Associate, Lincolnshire-Prairie View School District 103 (2003 – Present)

Daniel Wright Junior High School

- Teacher Associate, IIP special education students, 6th through 8th grade.
- Individualize/modify curriculum for inclusion students within general education classes.
- Create and implement small group reading, language arts, science and social studies lesson plans
- Create and modify behavior goals throughout the year for individual students
- Provide input on development and revision of student IEP's prior to scheduled annual IEP meetings
- Substitute for general education and special education classes
- Excels at communicating with children with special needs and working collaboratively with the school team
- Trained in CPI – Nonviolent Crisis Intervention
- Taught kindergarten readiness summer school and the K-2 Cooking class, summer school district program, 2006-2015.
- Tutor 2nd - 5th grade students with emphasis on reading, comprehension, fluency, writing and math.

Administrative Assistant, Guest Service Supervisor, Wrigley Field (2015 - 2018)

- Manage schedules for over 460 Guest Service Associates - game and non-game events
- Liaison between Supervisor and Event Operations management team
- Record trends and implement associate recognition/coaching opportunities through Secret Shopper and guest comment surveys/phone calls/emails/texts.
- Committed to customer service with the ability to build productive relationships, resolve complex issues and maintain guest loyalty in responding to guest's letters and concerns.
- Strong working relationship between associate staff, supervisor and management team
- Recognized for excellent writing and communication skills
- Interview candidates and collaborate with management team to recommend for hire
- Contribute to creating and updating Standard Operating Procedures and training models for new and veteran associates.
- Create Associate Spotlight Biographies in monthly Marquee Moment newsletters
- Proficient in Salesforce, Outlook, Word, ABI, BEO's and Excel programs, trained in "Verbal Judo" communication

Event Operations Guest Service Supervisor, Wrigley Field (2013 – Present)

Supervise, train and mentor Guest Service Ambassadors
Provide performance reviews and coaching opportunities for associates rated Development Needed
Acknowledge/motivate associates with Marquee Moment tokens for exhibiting excellent customer service skills
Responsible for customer service and security throughout the park.
Supervise staff for games, concerts, special events and corporate events.
Supervisor of the Year, 2013

Security Services Ambassador, Wrigley Field (2010 – 2012)

Guest Service Ambassador, Wrigley Field (2007 – 2009)

Provide customer service/security for Chicago Cubs
Assigned as Section Chief in Fan Service
Worked security assignments for games, special events, tours, corporate events, concerts and Cubs Convention.
Crowd Control of the Year, 2010

Tour Guide, Wrigley Field (2012)

Provide tour groups with extensive knowledge of Wrigley Field history and the Chicago Cubs. Excellent communication skills
Experience in giving tours to large groups, corporate events, children's groups, and Cubs Legends tours.

Pre-School teacher, L&L Bright Beginnings, Wheeling, IL (2001 – 2003)

Five year old pre-kindergarten class. Planned and executed lessons for morning and afternoon sessions, emphasis on academics and socialization for kindergarten readiness.

Teacher, Child's Play, Buffalo Grove, IL (1988 – 1994)

Developed and taught age appropriate motor skills curriculum in addition to language development and social skills.

GED Teacher, Harper College, Palatine, IL (1985 – 1987)

Developmental Educational Specialist, Reading, adult education

Teacher, 6 – 8th grade Reading/Language Arts, Social Studies, Physical Education Teacher; Elk Grove Jr. High School, Elk Grove, IL (1981 – 1985)

Worked with a wide range of student abilities including the sixth grade talent program, LD and BD students and visually handicapped students.
Participated in the sixth grade outdoor education program at Camp Maclean.
Developed new Language Arts program for camp experience.
Coached 6th and 7th grade girls basketball, 7th and 8th grade cheerleading and poms, was co-director/choreographer for 8th grade spring musical.

Charity Affiliations

JDRF

Currently serving as a committee member and a Co-Chair for the Wine and Spirits table at the JDRF Chance of a Lifetime annual gala



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 16, 2019
Re: Approval of Resignations

It is recommended that the Board accept and approve the resignations as presented.

Julia Phillips
102 S William St.
Mount Prospect, IL 60056

April 14th, 2019

District 103
1370 N Riverwoods Rd
Lincolnshire, IL 60069

Dear Gina and Michelle,

Please except this letter as a formal notice of my resignation as a Special Education Teacher at Daniel Wright, effective June 5th.

As you know, this decision was not an easy one, and this is a very bittersweet process. I cannot put into words how thankful I am for my experience at Daniel Wright, and for the chance to learn from you. I can never thank you enough for your support, guidance, love, and advise. I would never trade this experience I have had here.

I am extremely lucky to have been able to begin my teaching career in such an amazing district. I know the district will continue to do great things for all students, and I am honored to have been able to contribute to that during the past 3 years. Thank you so much again for all you have done for me. I hope this is not goodbye, and that our paths will cross again someday.

Sincerely,
Julia Phillips



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 16, 2019
Re: Administrator Salary Contracts

I am recommending that the Board approve the administrative contracts as presented. The increases equate to 3% over the previous year.

**DIRECTOR OF TRANSPORTATION AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and ANTHONY MENDOZA (“DIRECTOR OF TRANSPORTATION”), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TRANSPORTATION is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as DIRECTOR OF TRANSPORTATION in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF TRANSPORTATION will be those incidental to the office of the DIRECTOR OF TRANSPORTATION, those set forth in the job description for the position of DIRECTOR OF TRANSPORTATION (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF TRANSPORTATION, and the performance of other professional duties customarily performed by a DIRECTOR OF TRANSPORTATION as from time to time may be assigned to the DIRECTOR OF TRANSPORTATION by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF TRANSPORTATION to different duties from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **PERFORMANCE AND IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF TRANSPORTATION will address and fulfill performance and improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF TRANSPORTATION cooperatively, during the time between the effective date of this contract and the DIRECTOR OF TRANSPORTATION’s start of employment. Any modifications to the performance and improvement goals will be attached to this Agreement and made a part hereof. Once the performance and improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new performance and improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** – In consideration of the annual salary of **Ninety-Six Thousand Nine Hundred Seventeen Dollars (\$96,917.00)**, the DIRECTOR OF TRANSPORTATION agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF TRANSPORTATION. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF TRANSPORTATION during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this

Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF TRANSPORTATION or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF TRANSPORTATION may enter into extensions of this Agreement for additional periods of time, if all of the performance and improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the DIRECTOR OF TRANSPORTATION will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the DIRECTOR OF TRANSPORTATION by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF TRANSPORTATION’S behalf the DIRECTOR OF TRANSPORTATION’S required contribution to the Illinois Municipal Retirement Fund (“IMRF”) pursuant to the *Illinois Pension Code*, to a maximum of 4.5%. Any required DIRECTOR OF TRANSPORTATION contributions in excess of 4.5% will be deducted from the salary expressed in Section 4 and remitted by the BOARD to the Illinois Municipal Retirement Fund.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF TRANSPORTATION should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the DIRECTOR OF TRANSPORTATION’S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD’S responsibility alone. Both the BOARD and the DIRECTOR OF TRANSPORTATION expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF TRANSPORTATION owes more taxes, he has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The DIRECTOR OF TRANSPORTATION may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the “Code”), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the DIRECTOR OF TRANSPORTATION’S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF TRANSPORTATION in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The DIRECTOR OF TRANSPORTATION will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums

for a term life insurance policy for the DIRECTOR OF TRANSPORTATION for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF TRANSPORTATION, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF TRANSPORTATION will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF TRANSPORTATION to perform his essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF TRANSPORTATION.

10. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF TRANSPORTATION will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF TRANSPORTATION does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF TRANSPORTATION will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The DIRECTOR OF TRANSPORTATION will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF TRANSPORTATION.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF TRANSPORTATION will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF TRANSPORTATION for expenses incurred by his on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF TRANSPORTATION'S substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF TRANSPORTATION will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF TRANSPORTATION will be reimbursed for the dues and membership fees for one national and one state job-related professional organization to which he belongs. The BOARD shall also pay the costs for job-related professional journals to which the DIRECTOR OF TRANSPORTATION subscribes.

14. **PROFESSIONAL ACTIVITIES** – The DIRECTOR OF TRANSPORTATION will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and

the BOARD, the costs of attendance will be paid by the BOARD.

15. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR OF TRANSPORTATION for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF TRANSPORTATION agrees that by accepting such reimbursement he is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement he receives from the BOARD. If the DIRECTOR OF TRANSPORTATION voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling his two-year commitment to remain employed by the BOARD, he will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF TRANSPORTATION hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to him under this Agreement or otherwise. The DIRECTOR OF TRANSPORTATION'S repayment obligation will be reduced by fifty percent (50%) if he fulfills one year of his two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF TRANSPORTATION'S contract or if this Contract is terminated by mutual agreement.

16. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF TRANSPORTATION gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF TRANSPORTATION'S sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF TRANSPORTATION has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF TRANSPORTATION at any time after the DIRECTOR OF TRANSPORTATION has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF TRANSPORTATION to return to his duties the BOARD may require the DIRECTOR OF TRANSPORTATION to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD

and DIRECTOR OF TRANSPORTATION will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his report to the issue of whether the DIRECTOR OF TRANSPORTATION has a continuing disability which prohibits him from performing his duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF TRANSPORTATION which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF TRANSPORTATION, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF TRANSPORTATION chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF TRANSPORTATION.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF TRANSPORTATION without pay pending completion of the requirements of this section. After the effective date of dismissal, the DIRECTOR OF TRANSPORTATION will not be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF TRANSPORTATION will be entitled to any vested benefits payable under the terms and provisions of the Illinois Municipal Retirement Fund.

17. **EVALUATION** - The BOARD and DIRECTOR OF TRANSPORTATION agree that there will be an annual evaluation of the DIRECTOR OF TRANSPORTATION'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the performance and improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF TRANSPORTATION by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF TRANSPORTATION is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF TRANSPORTATION will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF TRANSPORTATION'S personnel file.

18. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF TRANSPORTATION from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF

TRANSPORTATION in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF TRANSPORTATION was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the DIRECTOR OF TRANSPORTATION against such demands, claims, suits, actions and legal proceedings.

19. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the DIRECTOR OF TRANSPORTATION, to:

Anthony Mendoza
5650 N. Sheridan Road, Apt 11E
Chicago, IL 60660

(or at the last address of the DIRECTOR OF TRANSPORTATION contained in official Business Office records of the BOARD).

20. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF TRANSPORTATION, his successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.

- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF TRANSPORTATION

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Anthony Mendoza

By: _____
President

ATTEST:

Secretary

PRINCIPAL OF LAURA B. SPRAGUE SCHOOL AGREEMENT
12 Month Contract

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and ANN HOFMEIER (“PRINCIPAL”), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as PRINCIPAL of LAURA B. SPRAGUE SCHOOL in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the PRINCIPAL will be those incidental to the office of the PRINCIPAL, those set forth in the job description for the position of PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the PRINCIPAL, and the performance of other professional duties customarily performed by a PRINCIPAL as from time to time may be assigned to the PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the PRINCIPAL to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the PRINCIPAL cooperatively, during the time between the effective date of this contract and the PRINCIPAL’s start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Twenty Two Thousand Four Dollars (\$122,004.00)**, the PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments

will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the PRINCIPAL will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION – In addition to the salary paid to the PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the PRINCIPAL'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. DEFERRED COMPENSATION - The PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the PRINCIPAL in the form of salary.

7. HOSPITALIZATION/MAJOR MEDICAL INSURANCE—The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the PRINCIPAL’S substantiation and the BOARD’S approval of such expenses. The PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** - The PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **LICENSE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the PRINCIPAL at any time after the PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the PRINCIPAL to return to her duties the BOARD may require the PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report

to the issue of whether the PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and PRINCIPAL agree that there will be an annual evaluation of the PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the PRINCIPAL'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the PRINCIPAL was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this

Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the PRINCIPAL, to:

Ann Hofmeier
217 Chesapeake Court
Vernon Hills, IL 60061

(or at the last address of the PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained

herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Ann Hofmeier

By: _____
President

ATTEST:

Secretary

**DIRECTOR OF STUDENT SERVICES AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIEVIEW SCHOOL DISTRICT 103 (“BOARD”), and GINA FINALDI (“DIRECTOR OF STUDENT SERVICES”), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF STUDENT SERVICES is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as DIRECTOR OF STUDENT SERVICES in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF STUDENT SERVICES will be those incidental to the office of the DIRECTOR OF STUDENT SERVICES, those set forth in the job description for the position of DIRECTOR OF STUDENT SERVICES (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF STUDENT SERVICES, and the performance of other professional duties customarily performed by a DIRECTOR OF STUDENT SERVICES as from time to time may be assigned to the DIRECTOR OF STUDENT SERVICES by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF STUDENT SERVICES to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF STUDENT SERVICES will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF STUDENT SERVICES cooperatively, during the time between the effective date of this contract and the DIRECTOR OF STUDENT SERVICES’ start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Thirty-Seven Thousand Nine Hundred Seventeen Dollars (\$137,917.00)**, the DIRECTOR OF STUDENT SERVICES agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF STUDENT SERVICES. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF STUDENT

SERVICES during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF STUDENT SERVICES or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF STUDENT SERVICES may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the DIRECTOR OF STUDENT SERVICES will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the DIRECTOR OF STUDENT SERVICES by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF STUDENT SERVICES' behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the DIRECTOR OF STUDENT SERVICES make no commitment or guarantee that the BOARD'S payment of the contribution will continue to be excludable from the DIRECTOR OF STUDENT SERVICES' gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF STUDENT SERVICES should have paid taxes on any portion of the contribution for which she did not pay taxes, the interest and penalties are the DIRECTOR OF STUDENT SERVICES' responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the DIRECTOR OF STUDENT SERVICES expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF STUDENT SERVICES owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The DIRECTOR OF STUDENT SERVICES may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the DIRECTOR OF STUDENT SERVICES' annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF STUDENT SERVICES in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** –The BOARD will

provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The DIRECTOR OF STUDENT SERVICES will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the DIRECTOR OF STUDENT SERVICES for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). If permitted, the BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF STUDENT SERVICES, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF STUDENT SERVICES will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF STUDENT SERVICES to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF STUDENT SERVICES.

10. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF STUDENT SERVICES will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF STUDENT SERVICES does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF STUDENT SERVICES will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The DIRECTOR OF STUDENT SERVICES will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF STUDENT SERVICES.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF STUDENT SERVICES will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF STUDENT SERVICES for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF STUDENT SERVICES' substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF STUDENT SERVICES will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF STUDENT SERVICES will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for

professional educational journals to which the DIRECTOR OF STUDENT SERVICES subscribes.

14. **PROFESSIONAL ACTIVITIES** - The DIRECTOR OF STUDENT SERVICES will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **LICENSE** - The DIRECTOR OF STUDENT SERVICES will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as DIRECTOR OF STUDENT SERVICES in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR OF STUDENT SERVICES for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF STUDENT SERVICES agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the DIRECTOR OF STUDENT SERVICES voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF STUDENT SERVICES hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The DIRECTOR OF STUDENT SERVICES' repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF STUDENT SERVICES' contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF STUDENT SERVICES gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF STUDENT SERVICES' sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF STUDENT SERVICES has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF STUDENT SERVICES at any time after the

DIRECTOR OF STUDENT SERVICES has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF STUDENT SERVICES to return to her duties the BOARD may require the DIRECTOR OF STUDENT SERVICES to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF STUDENT SERVICES will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the DIRECTOR OF STUDENT SERVICES has a continuing disability which prohibits her from performing her duties.

E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF STUDENT SERVICES which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF STUDENT SERVICES, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF STUDENT SERVICES chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF STUDENT SERVICES.

F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF STUDENT SERVICES without pay pending completion of the requirements of this section. After the effective date of dismissal, the DIRECTOR OF STUDENT SERVICES will not be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF STUDENT SERVICES will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and DIRECTOR OF STUDENT SERVICES agree that there will be an annual evaluation of the DIRECTOR OF STUDENT SERVICES' performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF STUDENT SERVICES by March 1. Failure to complete this evaluation shall not operate to extend this Agreement.

In the event that the SUPERINTENDENT determines that the performance of the

DIRECTOR OF STUDENT SERVICES is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF STUDENT SERVICES will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF STUDENT SERVICES' personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF STUDENT SERVICES from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF STUDENT SERVICES in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF STUDENT SERVICES was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the DIRECTOR OF STUDENT SERVICES against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the DIRECTOR OF STUDENT SERVICES, to:

Gina Finaldi
9704 67th ST.
Kenosha, WI 53142

(or at the last address of the DIRECTOR OF STUDENT SERVICES contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior

contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF STUDENT SERVICES, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF STUDENT SERVICES

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIEVIEW SCHOOL
DISTRICT 103, LAKE COUNTY, ILLINOIS

By: _____
GINA FINALDI

By: _____
President

ATTEST:

Secretary

PRINCIPAL OF HALF DAY SCHOOL AGREEMENT

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and JILL MAU (“PRINCIPAL”), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as PRINCIPAL of HALF DAY SCHOOL in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the PRINCIPAL will be those incidental to the office of the PRINCIPAL, those set forth in the job description for the position of PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the PRINCIPAL, and the performance of other professional duties customarily performed by a PRINCIPAL as from time to time may be assigned to the PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the PRINCIPAL to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the PRINCIPAL cooperatively, during the time between the effective date of this contract and the PRINCIPAL’s start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Thirty Thousand Four Hundred Fifty-Six Dollars (\$130,456.00)**, the PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this

Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the PRINCIPAL will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the PRINCIPAL'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the PRINCIPAL in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE**–The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** – The PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **LICENSE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the PRINCIPAL at any time after the PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the PRINCIPAL to return to her duties the BOARD may require the PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report

to the issue of whether the PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal, the PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and PRINCIPAL agree that there will be an annual evaluation of the PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the PRINCIPAL'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the PRINCIPAL was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first

class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to: President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the PRINCIPAL, to: Jill Mau
342 Bell Drive
Cary, IL 60013

(or at the last address of the PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained

herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Jill Mau

By: _____
President

ATTEST:

Secretary

**ASSISTANT PRINCIPAL OF
LAURA B. SPRAGUE SCHOOL'S AGREEMENT
10-Month Employee**

THIS AGREEMENT made this 21st day of MAY, 2019 by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and JENNIFER ARROYO ("ASSISTANT PRINCIPAL"), has been approved at the meeting of the BOARD held on MAY 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as ASSISTANT PRINCIPAL of LAURA B. SPRAGUE DAY SCHOOL in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT PRINCIPAL will be those incidental to the office of the ASSISTANT PRINCIPAL, those set forth in the job description for the position of ASSISTANT PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT PRINCIPAL, and the performance of other professional duties customarily performed by an ASSISTANT PRINCIPAL as from time to time may be assigned to the ASSISTANT PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT PRINCIPAL to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **SALARY** - In consideration of the 10-month annual salary **of Eighty Thousand Three Hundred Forty Dollars (\$80,340.00)**, the ASSISTANT PRINCIPAL agrees to devote such time, skill, labor and attention to the ASSISTANT PRINCIPAL'S employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the ASSISTANT PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT PRINCIPAL will receive as additional compensation the amount of \$500 per month.

4. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the ASSISTANT PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT PRINCIPAL'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the ASSISTANT PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT PRINCIPAL should have paid taxes on any portion of the contribution for which the ASSISTANT PRINCIPAL did not pay taxes, the interest and penalties are the ASSISTANT PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT PRINCIPAL owes more taxes, the ASSISTANT PRINCIPAL has *no* right to seek additional sums from the BOARD.

5. **DEFERRED COMPENSATION** - The ASSISTANT PRINCIPAL may elect that a portion of the ASSISTANT PRINCIPAL'S salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT PRINCIPAL in the form of salary.

6. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The ASSISTANT PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

7. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the ASSISTANT PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or the ASSISTANT PRINCIPAL'S) own expense.

8. **MEDICAL EXAMINATION** – At the request of the BOARD, the ASSISTANT PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the ASSISTANT PRINCIPAL to perform the ASSISTANT PRINCIPAL’S essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and ASSISTANT PRINCIPAL.

9. **SICK AND PERSONAL LEAVE** – The ASSISTANT PRINCIPAL will be entitled to twelve (12) work days of sick leave annually. If the ASSISTANT PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

10. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT PRINCIPAL for expenses incurred by the ASSISTANT PRINCIPAL on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the ASSISTANT PRINCIPAL’S substantiation and the BOARD’S approval of such expenses. The ASSISTANT PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

11. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the ASSISTANT PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which the ASSISTANT PRINCIPAL belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT PRINCIPAL subscribes.

12. **PROFESSIONAL ACTIVITIES** - The ASSISTANT PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

13. **LICENSE** - The ASSISTANT PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as ASSISTANT PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

14. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position’s duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT PRINCIPAL agrees that by accepting such reimbursement the ASSISTANT PRINCIPAL is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement the ASSISTANT PRINCIPAL receives from the BOARD. If the ASSISTANT PRINCIPAL voluntarily resigns employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling the ASSISTANT

PRINCIPAL'S two-year commitment to remain employed by the BOARD, the ASSISTANT PRINCIPAL will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to the ASSISTANT PRINCIPAL under this Agreement or otherwise. The ASSISTANT PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if the ASSISTANT PRINCIPAL fulfills one year of the ASSISTANT PRINCIPAL'S two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

15. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the ASSISTANT PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT PRINCIPAL has returned to employment and undertaken the full discharge of the ASSISTANT PRINCIPAL'S duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT PRINCIPAL at any time after the ASSISTANT PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from the ASSISTANT PRINCIPAL'S employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT PRINCIPAL to return to the ASSISTANT PRINCIPAL'S duties the BOARD may require the ASSISTANT PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the ASSISTANT PRINCIPAL has a continuing disability which prohibits the ASSISTANT PRINCIPAL from performing the ASSISTANT PRINCIPAL'S duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect

of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the ASSISTANT PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT PRINCIPAL chooses to be accompanied by legal counsel, the ASSISTANT PRINCIPAL will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT PRINCIPAL.

F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal, the ASSISTANT PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

16. **EVALUATION** - The BOARD and ASSISTANT PRINCIPAL agree that there will be an annual evaluation of the ASSISTANT PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the ASSISTANT PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the ASSISTANT PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The ASSISTANT PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the ASSISTANT PRINCIPAL'S personnel file.

17. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT PRINCIPAL in the ASSISTANT PRINCIPAL'S individual capacity, or in the ASSISTANT PRINCIPAL'S official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL was acting within the scope of the ASSISTANT PRINCIPAL'S employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

18. **NOTICE** - Any notice or communication permitted or required under this

Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT PRINCIPAL, to:

JENNIFER ARROYO
2530 Coneflower Ct.
Wauconda, IL 60084

(or at the last address of the ASSISTANT PRINCIPAL contained in official Business Office records of the BOARD).

19. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the ASSISTANT PRINCIPAL, the ASSISTANT PRINCIPAL'S successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt,

subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
JENNIFER ARROYO

By: _____
President

ATTEST:

Secretary

**CURRICULUM COORDINATOR AGREEMENT
PART TIME 0.6 FTE
11-Month Employee**

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIEVIEW SCHOOL DISTRICT 103 (“BOARD”), and KENDRA PERRI (“CURRICULUM COORDINATOR”), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The CURRICULUM COORDINATOR is hereby hired and retained from August 1, 2019 through and including June 30, 2020, as CURRICULUM COORDINATOR in Lincolnshire-Prairie View School District No. 103 at 0.6 FTE.

2. **DUTIES** - The duties and responsibilities of the CURRICULUM COORDINATOR will be those incidental to the office of the CURRICULUM COORDINATOR, those set forth in the job description for the position of CURRICULUM COORDINATOR (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the CURRICULUM COORDINATOR, and the performance of other professional duties customarily performed by an CURRICULUM COORDINATOR as from time to time may be assigned to the CURRICULUM COORDINATOR by the BOARD or the Superintendent. The BOARD reserves the right to reassign the CURRICULUM COORDINATOR to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **SALARY** - In consideration of the 11-month salary of **Sixty Thousand One Hundred Eighty Seven Dollars (\$60,187.00)**, the CURRICULUM COORDINATOR agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of CURRICULUM COORDINATOR Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the CURRICULUM COORDINATOR during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the CURRICULUM COORDINATOR or that the termination date of this Agreement has been in any way extended. The BOARD and the CURRICULUM COORDINATOR may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the CURRICULUM COORDINATOR will receive as additional compensation the amount of Three Hundred (\$300) per month.

4. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the CURRICULUM COORDINATOR by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the CURRICULUM COORDINATOR'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the CURRICULUM COORDINATOR make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the CURRICULUM COORDINATOR'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the CURRICULUM COORDINATOR should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the CURRICULUM COORDINATOR'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the CURRICULUM COORDINATOR expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the CURRICULUM COORDINATOR owes more taxes, she has *no* right to seek additional sums from the BOARD.

5. **DEFERRED COMPENSATION** - The CURRICULUM COORDINATOR may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the CURRICULUM COORDINATOR'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the CURRICULUM COORDINATOR in the form of salary.

6. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE**–The BOARD will provide and pay 48% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The CURRICULUM COORDINATOR will be responsible for the remaining 52% of the cost of the premiums.

7. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the CURRICULUM COORDINATOR for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the CURRICULUM COORDINATOR, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

8. **MEDICAL EXAMINATION** – At the request of the BOARD, the CURRICULUM COORDINATOR will obtain a comprehensive medical examination at BOARD

expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the CURRICULUM COORDINATOR to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and CURRICULUM COORDINATOR.

9. **SICK AND PERSONAL LEAVE** – The CURRICULUM COORDINATOR will be entitled to twelve (12) work days of sick leave annually prorated at 0.6 FTE, which will provide Seven (7) paid sick leave days. If the CURRICULUM COORDINATOR does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The CURRICULUM COORDINATOR will receive three (3) personal leave days annually prorated at 0.6 FTE, which will provide Two (2) paid personal days. Unused personal leave shall accumulate as sick leave.

10. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the CURRICULUM COORDINATOR will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the CURRICULUM COORDINATOR for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the CURRICULUM COORDINATOR'S substantiation and the BOARD'S approval of such expenses. The CURRICULUM COORDINATOR will submit appropriate substantiation of all business expenses incurred.

11. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the CURRICULUM COORDINATOR will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the CURRICULUM COORDINATOR subscribes.

12. **PROFESSIONAL ACTIVITIES** - The CURRICULUM COORDINATOR will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

13. **LICENSE** - The CURRICULUM COORDINATOR will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as CURRICULUM COORDINATOR in accordance with the laws of the State of Illinois and as directed by the BOARD.

14. **TUITION REIMBURSEMENT** - The BOARD will reimburse the CURRICULUM COORDINATOR for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Six Thousand Dollars (\$6,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The CURRICULUM COORDINATOR agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the CURRICULUM COORDINATOR voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for

repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The CURRICULUM COORDINATOR hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The CURRICULUM COORDINATOR'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the CURRICULUM COORDINATOR'S contract or if this Contract is terminated by mutual agreement.

15. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the CURRICULUM COORDINATOR gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the CURRICULUM COORDINATOR'S sick leave has been exhausted, the compensation will be reinstated after the CURRICULUM COORDINATOR has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the CURRICULUM COORDINATOR at any time after the CURRICULUM COORDINATOR has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the CURRICULUM COORDINATOR to return to her duties the BOARD may require the CURRICULUM COORDINATOR to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and CURRICULUM COORDINATOR will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the CURRICULUM COORDINATOR has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the CURRICULUM COORDINATOR which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the CURRICULUM COORDINATOR, who will

be entitled to notice and a hearing before the BOARD to discuss the discharge. If the CURRICULUM COORDINATOR chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the CURRICULUM COORDINATOR.

F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the CURRICULUM COORDINATOR without pay pending completion of the requirements of this section. After the effective date of dismissal the CURRICULUM COORDINATOR will not be entitled to further payments of compensation of any kind under this Agreement, except that the CURRICULUM COORDINATOR will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

16. **EVALUATION** - The BOARD and CURRICULUM COORDINATOR agree that there will be an annual evaluation of the CURRICULUM COORDINATOR'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the ASSISTANT SUPERINTENDENT for CURRICULUM AND INSTRUCTION ("ASSISTANT SUPERINTENDENT") given to the CURRICULUM COORDINATOR by March 1.

In the event that the ASSISTANT SUPERINTENDENT determines that the performance of the CURRICULUM COORDINATOR is unsatisfactory in any respect, the ASSISTANT SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the ASSISTANT SUPERINTENDENT deems performance to be unsatisfactory. The CURRICULUM COORDINATOR will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the CURRICULUM COORDINATOR'S personnel file.

17. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the CURRICULUM COORDINATOR from any and all demands, claims, suits, actions and legal proceedings brought against the CURRICULUM COORDINATOR in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the CURRICULUM COORDINATOR was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the CURRICULUM COORDINATOR against such demands, claims, suits, actions and legal proceedings.

18. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education

Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the CURRICULUM COORDINATOR, to:

Kendra Perri
3960 Beaver Run Drive
Long Grove, IL 60047

(or at the last address of the CURRICULUM COORDINATOR contained in official Business Office records of the BOARD).

19. MISCELLANEOUS

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the CURRICULUM COORDINATOR, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

CURRICULUM COORDINATOR

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIEVIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Kendra Perri

By: _____
President

ATTEST:

Secretary

ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S AGREEMENT

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and **KATIE REYNOLDS** (“ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION”), has been approved at the meeting of the BOARD held on May 21, 2019.

This Agreement constitutes a successor administrative performance based employment contract entered into during the term of an existing, predecessor administrative performance based employment contract. In accordance with the provision in 105 ILCS 5/10-23.8a of The Illinois School Code, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION and BOARD confirm and acknowledge that the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION has met the goals and indicators of student performance and academic achievement, as stated in the original, predecessor contract.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION is hereby hired and retained from July 1, 2019 through and including June 30, 2022, as ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION of Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will be those incidental to the office of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION, those set forth in the job description for the position of ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION, and the performance of other professional duties customarily performed by an ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION as from time to time may be assigned to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION to different duties requiring licensure from time to time during the term of this Agreement, without loss of pay or notice of a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Seventy-Nine Thousand Four Hundred Forty-Two Dollars (\$179,442.00)**, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION for Business. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION during the term of this Agreement, and thereafter, provided that the combined total of any salary and/or fringe benefit(s) adjustments will not be lower than the combined total of salary and fringe benefits paid by the BOARD for the preceding contract year. Any adjustment in salary and/or fringe benefits made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

6. **TEACHERS' HEALTH INSURANCE SECURITY FUND CONTRIBUTION**
-The BOARD will pay on behalf of the ASSISTANT SUPERINTENDENT FOR CURRICULUM

AND INSTRUCTION her required contribution of 1.12% to the Teachers' Health Insurance Security ("THIS") fund. The BOARD will remit this contribution to TRS as the fund's collection agent. Payments made by the BOARD to TRS under this Section will not be reportable to TRS as creditable earnings and will be excluded from the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S taxable income.

The BOARD and the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION owes more taxes, she has *no* right to seek additional sums from the BOARD.

7. **DEFERRED COMPENSATION** - The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION in the form of salary.

8. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** -The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will be responsible for the remaining 20% of the cost of the premiums.

9. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums

for a term life insurance policy for the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). If permitted, the BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

10. **MEDICAL EXAMINATION** –At the discretion of the BOARD, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will obtain a comprehensive medical examination. A copy of the examination or certificate of the physician certifying the physical ability of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the BOARD, or by mutual agreement of the BOARD and ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION.

11. **SICK AND PERSONAL LEAVE** – The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will be entitled to fourteen (14) work days of sick leave annually. If the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

12. **VACATION LEAVE** - The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION.

13. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S substantiation and the BOARD'S approval of such expenses. The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will submit appropriate substantiation of all business expenses incurred.

14. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper

substantiation, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION subscribes.

15. **PROFESSIONAL ACTIVITIES** - The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

16. **LICENSE** - The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION, in accordance with the laws of the State of Illinois and as directed by the BOARD.

17. **WAIVER OF TENURE** - By accepting the terms of this Agreement, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION waives all rights of tenure granted under the *Illinois School Code* during the term of this Agreement.

18. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 19 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S contract or if this Contract is terminated by mutual agreement.

19. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION at any time after the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION to return to her duties the BOARD may require the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit the report to the issue of whether the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT

SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION.

F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION without pay pending completion of the requirements of this section. After the effective date of dismissal, the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

20. **EVALUATION** - The BOARD and ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION agree that there will be an annual evaluation of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the BOARD, or its designee, and given to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION during the month of May or at such other time as mutually agreed upon, so long as the evaluation occurs before July 1 of each year.

In the event that the BOARD determines that the performance of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION is unsatisfactory in any respect, it will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the BOARD deems performance to be unsatisfactory. The ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION'S personnel file.

21. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION was acting within the scope of her employment and excluding criminal litigation

and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION against such demands, claims, suits, actions and legal proceedings.

22. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION, to:

Katie Reynolds

(or at the last address of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION contained in official Business Office records of the BOARD).

23. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the

BOARD, its successors and assigns.

- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT SUPERINTENDENT FOR
CURRICULUM AND INSTRUCTION

BOARD OF EDUCATION
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103,
LAKE COUNTY, ILLINOIS

By: _____
Katie Reynolds

By: _____
President

ATTEST:

Secretary

**ASSISTANT PRINCIPAL OF
HALF DAY SCHOOL'S AGREEMENT
10-Month Employee**

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and LAURA DELAGRANGE ("ASSISTANT PRINCIPAL"), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as ASSISTANT PRINCIPAL of HALF DAY SCHOOL in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT PRINCIPAL will be those incidental to the office of the ASSISTANT PRINCIPAL, those set forth in the job description for the position of ASSISTANT PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT PRINCIPAL, and the performance of other professional duties customarily performed by a ASSISTANT PRINCIPAL as from time to time may be assigned to the ASSISTANT PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT PRINCIPAL to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **SALARY** - In consideration of the 10-month annual salary of **Eighty-Four Thousand Eight Hundred Seventy-Two Dollars (\$84,872)**, the ASSISTANT PRINCIPAL agrees to devote such time, skill, labor and attention to the ASSISTANT PRINCIPAL'S employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the ASSISTANT PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT PRINCIPAL will receive as additional compensation the amount of \$500 per month.

4. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the ASSISTANT PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT PRINCIPAL'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the ASSISTANT PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT PRINCIPAL should have paid taxes on any portion of the contribution for which the ASSISTANT PRINCIPAL did not pay taxes, the interest and penalties are the ASSISTANT PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT PRINCIPAL owes more taxes, the ASSISTANT PRINCIPAL has *no* right to seek additional sums from the BOARD.

5. **DEFERRED COMPENSATION** - The ASSISTANT PRINCIPAL may elect that a portion of the ASSISTANT PRINCIPAL'S salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT PRINCIPAL in the form of salary.

6. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The ASSISTANT PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

7. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the ASSISTANT PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or the ASSISTANT PRINCIPAL'S) own expense.

8. **MEDICAL EXAMINATION** – At the request of the BOARD, the ASSISTANT PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after

submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the ASSISTANT PRINCIPAL to perform the ASSISTANT PRINCIPAL'S essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and ASSISTANT PRINCIPAL.

9. **SICK AND PERSONAL LEAVE** – The ASSISTANT PRINCIPAL will be entitled to twelve (12) work days of sick leave annually. If the ASSISTANT PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

10. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT PRINCIPAL for expenses incurred by the ASSISTANT PRINCIPAL on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the ASSISTANT PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The ASSISTANT PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

11. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the ASSISTANT PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which the ASSISTANT PRINCIPAL belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT PRINCIPAL subscribes.

12. **PROFESSIONAL ACTIVITIES** - The ASSISTANT PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

13. **LICENSE** - The ASSISTANT PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as ASSISTANT PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

14. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT PRINCIPAL agrees that by accepting such reimbursement the ASSISTANT PRINCIPAL is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement the ASSISTANT PRINCIPAL receives from the BOARD. If the ASSISTANT PRINCIPAL voluntarily resigns employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling the ASSISTANT PRINCIPAL'S two-year commitment to remain employed by the BOARD, the ASSISTANT PRINCIPAL will immediately become liable to the BOARD for repayment of all tuition

reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to the ASSISTANT PRINCIPAL under this Agreement or otherwise. The ASSISTANT PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if the ASSISTANT PRINCIPAL fulfills one year of the ASSISTANT PRINCIPAL'S two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

15. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:
- A. Mutual agreement of the parties.
 - B. Retirement.
 - C. Resignation, provided, however, the ASSISTANT PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
 - D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT PRINCIPAL has returned to employment and undertaken the full discharge of the ASSISTANT PRINCIPAL'S duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT PRINCIPAL at any time after the ASSISTANT PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from the ASSISTANT PRINCIPAL'S employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT PRINCIPAL to return to the ASSISTANT PRINCIPAL'S duties the BOARD may require the ASSISTANT PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the ASSISTANT PRINCIPAL has a continuing disability which prohibits the ASSISTANT PRINCIPAL from performing the ASSISTANT PRINCIPAL'S duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause

will be given in writing to the ASSISTANT PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT PRINCIPAL chooses to be accompanied by legal counsel, the ASSISTANT PRINCIPAL will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT PRINCIPAL.

F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the ASSISTANT PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

16. **EVALUATION** - The BOARD and ASSISTANT PRINCIPAL agree that there will be an annual evaluation of the ASSISTANT PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the ASSISTANT PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the ASSISTANT PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The ASSISTANT PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the ASSISTANT PRINCIPAL'S personnel file.

17. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT PRINCIPAL in the ASSISTANT PRINCIPAL'S individual capacity, or in the ASSISTANT PRINCIPAL'S official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL was acting within the scope of the ASSISTANT PRINCIPAL'S employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

18. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT PRINCIPAL, to:

Laura Delagrange
10100 66th Street
Kenosha, WI 53142

(or at the last address of the ASSISTANT PRINCIPAL contained in official Business Office records of the BOARD).

19. MISCELLANEOUS

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the ASSISTANT PRINCIPAL, the ASSISTANT PRINCIPAL'S successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Laura Delagrance

By: _____
President

ATTEST:

Secretary

PRINCIPAL OF DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and MICHELLE BLACKLEY ("PRINCIPAL"), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The PRINCIPAL is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as PRINCIPAL of DANIEL WRIGHT JUNIOR HIGH in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the PRINCIPAL will be those incidental to the office of the PRINCIPAL, those set forth in the job description for the position of PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the PRINCIPAL, and the performance of other professional duties customarily performed by a PRINCIPAL as from time to time may be assigned to the PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the PRINCIPAL to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the PRINCIPAL cooperatively, during the time between the effective date of this contract and the PRINCIPAL's start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Forty Two Thousand Eight Hundred Six Dollars (\$142,806.00)**, the PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as

set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the PRINCIPAL will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the PRINCIPAL'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the PRINCIPAL in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE**–The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** – The PRINCIPAL will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **LICENSE** - The PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the PRINCIPAL at any time after the PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the PRINCIPAL to return to her duties the BOARD may require the PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be

done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and PRINCIPAL agree that there will be an annual evaluation of the PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the PRINCIPAL'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the PRINCIPAL was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this

Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the PRINCIPAL, to:

Michelle Blackley
2710 Edgewood Lane
Riverwoods, IL 60015

(or at the last address of the PRINCIPAL contained in official Business Office records of the BOARD).

21. MISCELLANEOUS

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Michelle Blackley

By: _____
President

ATTEST:

Secretary

**ASSISTANT PRINCIPAL FOR STUDENT SERVICES OF
DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT**

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and MELODY LITTLEFAIR (“ASSISTANT PRINCIPAL”), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as ASSISTANT PRINCIPAL of DANIEL WRIGHT JUNIOR HIGH in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT PRINCIPAL will be those incidental to the office of the ASSISTANT PRINCIPAL, those set forth in the job description for the position of ASSISTANT PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT PRINCIPAL, and the performance of other professional duties customarily performed by an ASSISTANT PRINCIPAL as from time to time may be assigned to the ASSISTANT PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT PRINCIPAL to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The ASSISTANT PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the ASSISTANT PRINCIPAL cooperatively, during the time between the effective date of this contract and the ASSISTANT PRINCIPAL's start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Two Thousand Eight Hundred Twenty One Dollars (\$102,821.00)**, the ASSISTANT PRINCIPAL agrees to devote such time, skill, labor and attention to her employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT PRINCIPAL Salary will be paid in twenty- four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the

annual salary and/or fringe benefits of the ASSISTANT PRINCIPAL during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT PRINCIPAL will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION – In addition to the salary paid to the ASSISTANT PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT PRINCIPAL'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the ASSISTANT PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the ASSISTANT PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT PRINCIPAL owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. DEFERRED COMPENSATION - The ASSISTANT PRINCIPAL may elect that a portion of her salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT PRINCIPAL in the form of salary.

7. HOSPITALIZATION/MAJOR MEDICAL INSURANCE – The BOARD will

provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The ASSISTANT PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the ASSISTANT PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or her) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the ASSISTANT PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the ASSISTANT PRINCIPAL to perform her essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and ASSISTANT PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The ASSISTANT PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the ASSISTANT PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The ASSISTANT PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the ASSISTANT PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT PRINCIPAL for expenses incurred by her on behalf of the BOARD, which have received pre- approval by the Superintendent; subject, however, to the ASSISTANT PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The ASSISTANT PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the ASSISTANT PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which she belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** – The ASSISTANT PRINCIPAL is encouraged

to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **LICENSE** - The ASSISTANT PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as ASSISTANT PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT PRINCIPAL agrees that by accepting such reimbursement she is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement she receives from the BOARD. If the ASSISTANT PRINCIPAL voluntarily resigns her employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling her two-year commitment to remain employed by the BOARD, she will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to her under this Agreement or otherwise. The ASSISTANT PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if she fulfills one year of her two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the ASSISTANT PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT PRINCIPAL has returned to employment and undertaken the full discharge of her duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT PRINCIPAL at any time after the ASSISTANT PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT PRINCIPAL to return to her duties the BOARD may require the ASSISTANT PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the ASSISTANT PRINCIPAL has a continuing disability which prohibits her from performing her duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the ASSISTANT PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT PRINCIPAL chooses to be accompanied by legal counsel, she will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal, the ASSISTANT PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and ASSISTANT PRINCIPAL agree that there will be an annual evaluation of the ASSISTANT PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the ASSISTANT PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the ASSISTANT PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The ASSISTANT PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the ASSISTANT PRINCIPAL'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT PRINCIPAL from any and all demands, claims, suits,

actions and legal proceedings brought against the ASSISTANT PRINCIPAL in her individual capacity, or in her official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL was acting within the scope of her employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT PRINCIPAL, to:

Melody Littlefair
4627 N. Magnolia Ave.
Chicago, IL 60640

(or at the last address of the ASSISTANT PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the ASSISTANT PRINCIPAL, her successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.

- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT PRINCIPAL

BOARD OF EDUCATION OF
 LINCOLNSHIRE-PRAIRIE VIEW
 SCHOOL DISTRICT 103,
 LAKE COUNTY, ILLINOIS

By: _____
 MELODY LITTLEFAIR

By: _____
 President

ATTEST:

 Secretary

ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S AGREEMENT

THIS AGREEMENT made this 16th day of May, 2017, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and **PATRICK PALBICKE** ("ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO"), has been approved at the meeting of the BOARD held on May 16, 2017.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO is hereby hired and retained from July 1, 2017 through and including June 30, 2020, as ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO of Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be those incidental to the office of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, those set forth in the job description for the position of ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, and the performance of other professional duties customarily performed by an ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO as from time to time may be assigned to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO to different duties requiring licensure from time to time during the term of this Agreement, without loss of pay or notice of a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Fifty Four Thousand Dollars (\$154,000.00)**, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO for Business. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other certificated members of the professional staff, less such amounts as required by law or

provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO during the term of this Agreement, and thereafter, provided that the combined total of any salary and/or fringe benefit(s) adjustments will not be lower than the combined total of salary and fringe benefits paid by the BOARD for the preceding contract year. Any adjustment in salary and/or fringe benefits made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **TEACHERS' RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

6. **TEACHERS' HEALTH INSURANCE SECURITY FUND CONTRIBUTION** -The BOARD will pay on behalf of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO his required contribution of 1.12% to the Teachers' Health Insurance Security ("THIS") fund. The BOARD will remit this contribution to TRS as the fund's collection agent. Payments made by the BOARD to TRS under this Section will not be reportable to TRS as creditable earnings and will be excluded from the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S taxable income.

The BOARD and the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on

the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO owes more taxes, he has *no* right to seek additional sums from the BOARD.

7. **DEFERRED COMPENSATION** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO in the form of salary.

8. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** -The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to certificated members of the professional staff. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be responsible for the remaining 20% of the cost of the premiums.

9. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). If permitted, the BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

10. **MEDICAL EXAMINATION** -At the discretion of the BOARD, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will obtain a comprehensive medical examination. A copy of the examination or certificate of the physician certifying the physical ability of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO to perform his essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the BOARD, or by mutual agreement of the BOARD and ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO.

11. **SICK AND PERSONAL LEAVE** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be entitled to fourteen (14) work days of sick leave annually. If the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will receive three (3)

personal leave days annually. Unused personal leave shall accumulate as sick leave.

12. **VACATION LEAVE** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO.

13. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO for expenses incurred by him on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S substantiation and the BOARD'S approval of such expenses. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will submit appropriate substantiation of all business expenses incurred.

14. **MEMBERSHIP DUES** - With prior BOARD approval and upon proper substantiation, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which he belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO subscribes.

15. **PROFESSIONAL ACTIVITIES** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

16. **LICENSE** - The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, in accordance with the laws of the State of Illinois and as directed by the BOARD.

17. **WAIVER OF TENURE** - By accepting the terms of this Agreement, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO waives all rights of tenure granted under the *Illinois School Code* during the term of this Agreement.

18. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO for the tuition costs and fees for coursework

approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Seven Thousand Five Hundred Dollars (\$7,500.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO agrees that by accepting such reimbursement he is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement he receives from the BOARD. If the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 19 (D) or (E) below, prior to fulfilling his two-year commitment to remain employed by the BOARD, he will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to him under this Agreement or otherwise. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S repayment obligation will be reduced by fifty percent (50%) if he fulfills one year of his two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S contract or if this Contract is terminated by mutual agreement.

19. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO at any time after the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO to return to his duties the

BOARD may require the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his report to the issue of whether the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO has a continuing disability which prohibits him from performing his duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO without pay pending completion of the requirements of this section. After the effective date of dismissal the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

20. **EVALUATION** - The BOARD and ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO agree that there will be an annual evaluation of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the BOARD, or its designee, and given to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO during the month of May or at such other time as mutually agreed upon, so long as the evaluation occurs before July 1 of each year.

In the event that the BOARD determines that the performance of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO is unsatisfactory in any respect, it will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the BOARD deems performance to be unsatisfactory. The ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO'S personnel file.

21. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO against such demands, claims, suits, actions and legal proceedings.

22. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, to:

Patrick Palbicke
849 Sterling Heights Drive
Antioch, IL 60002

(or at the last address of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO contained in official Business Office records of the BOARD).

23. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of

reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.

- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the ASSISTANT SUPERINTENDENT FOR BUSINESS/CSBO, his successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed herefrom, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT SUPERINTENDENT FOR
BUSINESS/CSBO

BOARD OF EDUCATION
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103,
LAKE COUNTY, ILLINOIS

By: _____
Patrick Palbicke

By: _____
President

ATTEST:

Secretary

**RESOLUTION TO AMEND
ASSISTANT SUPERINTENDENT’S CONTRACT**

WHEREAS, the Board of Education of Lincolnshire-Prairie View School District No. 103, Lake County, Illinois (the “Board”) and Patrick Palbicke (“Mr. Palbicke”) are parties to an Assistant Superintendent’s Contract covering the term of July 1, 2017, through June 30, 2020, (the “Contract”); and

WHEREAS, the Board and Mr. Palbicke wish to amend the terms of the Contract.

NOW, THEREFORE, be it resolved:

Section 1. The above recitals are incorporated herein and made a contractual part hereof.

Section 2. The Contract is hereby amended by establishing the Assistant Superintendent’s annual salary for July 1, 2019 through June 30, 2020, pursuant to Section 4 of the Contract, as One Hundred Sixty-Three Thousand Three Hundred Seventy-Nine Dollars (\$163,379.00). All other provisions of the Contract shall remain unchanged and in full effect.

Section 3. This resolution will take effect upon adoption by the Board.

Member _____ moved to adopt the resolution, and Member _____ seconded the motion. Upon roll call vote, the members voted as follows:

AYES: _____

NAYS: _____

ABSENT: _____

Resolution adopted this 21st day of May, 2019

AGREED:

Patrick Palbicke

BOARD OF EDUCATION
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103
LAKE COUNTY, ILLINOIS

ATTEST:

Secretary

President

DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S AGREEMENT

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and ROBERT J. BIALK ("DIRECTOR OF TECHNOLOGY AND ASSESSMENT"), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF TECHNOLOGY AND ASSESSMENT is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as DIRECTOR OF TECHNOLOGY AND ASSESSMENT in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be those incidental to the office of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT, those set forth in the job description for the position of DIRECTOR OF TECHNOLOGY AND ASSESSMENT (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF TECHNOLOGY AND ASSESSMENT, and the performance of other professional duties customarily performed by a DIRECTOR OF TECHNOLOGY AND ASSESSMENT as from time to time may be assigned to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF TECHNOLOGY AND ASSESSMENT to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing..

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT cooperatively, during the time between the effective date of this contract and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT's start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Thirteen Thousand Five Hundred Eighty Dollars (\$113,580.00)**, the DIRECTOR OF TECHNOLOGY AND ASSESSMENT agrees to devote such time, skill, labor and attention to his employment,

during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF TECHNOLOGY AND ASSESSMENT. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT during the term of this Agreement, provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF TECHNOLOGY AND ASSESSMENT or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION – In addition to the salary paid to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S behalf, a maximum contribution of 9.4% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF TECHNOLOGY AND ASSESSMENT should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF TECHNOLOGY AND ASSESSMENT owes more taxes, she has *no* right to seek additional sums from the BOARD.

6. DEFERRED COMPENSATION - The DIRECTOR OF TECHNOLOGY AND

ASSESSMENT may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the DIRECTOR OF TECHNOLOGY AND ASSESSMENT for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF TECHNOLOGY AND ASSESSMENT, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT to perform his essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF TECHNOLOGY AND ASSESSMENT.

10. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF TECHNOLOGY AND ASSESSMENT does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF TECHNOLOGY AND ASSESSMENT.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF TECHNOLOGY AND ASSESSMENT for expenses incurred by his on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which he belongs. The BOARD shall also pay the costs for professional educational journals to which the DIRECTOR OF TECHNOLOGY AND ASSESSMENT subscribes.

14. **PROFESSIONAL ACTIVITIES** – The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **LICENSE** – The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as DIRECTOR OF TECHNOLOGY AND ASSESSMENT in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR OF TECHNOLOGY AND ASSESSMENT for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT agrees that by accepting such reimbursement he is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement he receives from the BOARD. If the DIRECTOR OF TECHNOLOGY AND ASSESSMENT voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 17 (D) or (E) below, prior to fulfilling his two-year commitment to remain employed by the BOARD, he will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to his under this Agreement or otherwise. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S repayment obligation will be reduced by fifty percent (50%) if he fulfills one year of his two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:
A. Mutual agreement of the parties.

- B. Retirement.
- C. Resignation, provided, however, the DIRECTOR OF TECHNOLOGY AND ASSESSMENT gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF TECHNOLOGY AND ASSESSMENT has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT at any time after the DIRECTOR OF TECHNOLOGY AND ASSESSMENT has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT to return to his duties the BOARD may require the DIRECTOR OF TECHNOLOGY AND ASSESSMENT to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF TECHNOLOGY AND ASSESSMENT will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his report to the issue of whether the DIRECTOR OF TECHNOLOGY AND ASSESSMENT has a continuing disability which prohibits him from performing his duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF TECHNOLOGY AND ASSESSMENT which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF TECHNOLOGY AND ASSESSMENT chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF TECHNOLOGY AND ASSESSMENT.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF TECHNOLOGY AND ASSESSMENT without pay pending completion of the requirements of this section. After the effective date of dismissal the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will not

be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF TECHNOLOGY AND ASSESSMENT will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. **EVALUATION** - The BOARD and DIRECTOR OF TECHNOLOGY AND ASSESSMENT agree that there will be an annual evaluation of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF TECHNOLOGY AND ASSESSMENT will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF TECHNOLOGY AND ASSESSMENT'S personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF TECHNOLOGY AND ASSESSMENT from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF TECHNOLOGY AND ASSESSMENT in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF TECHNOLOGY AND ASSESSMENT was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the DIRECTOR OF TECHNOLOGY AND ASSESSMENT against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the DIRECTOR OF TECHNOLOGY AND ASSESSMENT, to:

Robert J. Bialk
1319 Heatherfield Lane
Glenview, IL 60025

(or at the last address of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF TECHNOLOGY AND ASSESSMENT, his successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF TECHNOLOGY
AND ASSESSMENT

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Robert J. Bialk

By: _____
President

ATTEST:

Secretary

**DIRECTOR OF FACILITIES AGREEMENT
LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103**

THIS AGREEMENT made this 21st day of May, 2019, by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 (“BOARD”), and SCOTT GAUNKY (“DIRECTOR OF FACILITIES”), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The DIRECTOR OF FACILITIES is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as DIRECTOR OF FACILITIES in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the DIRECTOR OF FACILITIES will be those incidental to the office of the DIRECTOR OF FACILITIES, those set forth in the job description for the position of DIRECTOR OF FACILITIES (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the performance and improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the DIRECTOR OF FACILITIES, and the performance of other professional duties customarily performed by a DIRECTOR OF FACILITIES as from time to time may be assigned to the DIRECTOR OF FACILITIES by the BOARD or the Superintendent. The BOARD reserves the right to reassign the DIRECTOR OF FACILITIES to different duties from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **PERFORMANCE AND IMPROVEMENT** - This Agreement is a performance-based contract. The DIRECTOR OF FACILITIES will address and fulfill performance and improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the DIRECTOR OF FACILITIES cooperatively, during the time between the effective date of this contract and the DIRECTOR OF FACILITIES’S start of employment. Any modifications to the performance and improvement goals will be attached to this Agreement and made a part hereof. Once the performance and improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new performance and improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Sixteen Thousand Eleven Dollars (\$116,011.00)**, the DIRECTOR OF FACILITIES agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of DIRECTOR OF FACILITIES. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensure members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the DIRECTOR OF FACILITIES during the term of this Agreement,

provided that the salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the DIRECTOR OF FACILITIES or that the termination date of this Agreement has been in any way extended. The BOARD and the DIRECTOR OF FACILITIES may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the DIRECTOR OF FACILITIES will receive as additional compensation the amount of Five Hundred Dollars (\$500) per month.

5. **RETIREMENT SYSTEM CONTRIBUTION** – In addition to the salary paid to the DIRECTOR OF FACILITIES by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the DIRECTOR OF FACILITIES' behalf the DIRECTOR OF FACILITIES' required contribution to the Illinois Municipal Retirement Fund ("IMRF") pursuant to the *Illinois Pension Code*, to a maximum of 4.5%. Any required DIRECTOR OF FACILITIES contributions in excess of 4.5% will be deducted from the salary expressed in Section 4 and remitted by the BOARD to the Illinois Municipal Retirement Fund.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the DIRECTOR OF FACILITIES should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the DIRECTOR OF FACILITIES' responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the DIRECTOR OF FACILITIES expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the DIRECTOR OF FACILITIES owes more taxes, he has *no* right to seek additional sums from the BOARD.

6. **DEFERRED COMPENSATION** - The DIRECTOR OF FACILITIES may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the DIRECTOR OF FACILITIES' annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the DIRECTOR OF FACILITIES in the form of salary.

7. **HOSPITALIZATION/MAJOR MEDICAL INSURANCE** – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to licensed members of the professional staff. The DIRECTOR OF FACILITIES will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the DIRECTOR OF FACILITIES for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the DIRECTOR OF FACILITIES, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the DIRECTOR OF FACILITIES will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the DIRECTOR OF FACILITIES to perform his essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and DIRECTOR OF FACILITIES.

10. **SICK AND PERSONAL LEAVE** – The DIRECTOR OF FACILITIES will be entitled to fourteen (14) work days of sick leave annually. If the DIRECTOR OF FACILITIES does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The DIRECTOR OF FACILITIES will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The DIRECTOR OF FACILITIES will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve-month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the DIRECTOR OF FACILITIES.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the DIRECTOR OF FACILITIES will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the DIRECTOR OF FACILITIES for expenses incurred by his on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the DIRECTOR OF FACILITIES' substantiation and the BOARD'S approval of such expenses. The DIRECTOR OF FACILITIES will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the DIRECTOR OF FACILITIES will be reimbursed for the dues and membership fees for one national and one state job-related professional organization to which he belongs. The BOARD shall also pay the costs for job-related professional journals to which the DIRECTOR OF FACILITIES subscribes.

14. **PROFESSIONAL ACTIVITIES** – The DIRECTOR OF FACILITIES will be encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **TUITION REIMBURSEMENT** - The BOARD will reimburse the DIRECTOR OF FACILITIES for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The DIRECTOR OF FACILITIES agrees that by accepting such reimbursement he is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement he receives from the BOARD. If the DIRECTOR OF FACILITIES voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 16 (D) or (E) below, prior to fulfilling his two-year commitment to remain employed by the BOARD, he will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The DIRECTOR OF FACILITIES hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to him under this Agreement or otherwise. The DIRECTOR OF FACILITIES' repayment obligation will be reduced by fifty percent (50%) if he fulfills one year of his two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the DIRECTOR OF FACILITIES' contract or if this Contract is terminated by mutual agreement.

16. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:
- A. Mutual agreement of the parties.
 - B. Retirement.
 - C. Resignation, provided, however, the DIRECTOR OF FACILITIES gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
 - D. Disability. In the event of disability by illness or incapacity, after the DIRECTOR OF FACILITIES' sick leave has been exhausted, the compensation will be reinstated after the DIRECTOR OF FACILITIES has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the DIRECTOR OF FACILITIES at any time after the DIRECTOR OF FACILITIES has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of three (3) months. All obligations of the BOARD will cease upon such termination.

If a question exists concerning the capacity of the DIRECTOR OF FACILITIES to return to his duties the BOARD may require the DIRECTOR OF FACILITIES to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and DIRECTOR OF FACILITIES will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of

whether the DIRECTOR OF FACILITIES has a continuing disability which prohibits him from performing his duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the DIRECTOR OF FACILITIES which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the DIRECTOR OF FACILITIES, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the DIRECTOR OF FACILITIES chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the DIRECTOR OF FACILITIES.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the DIRECTOR OF FACILITIES without pay pending completion of the requirements of this section. After the effective date of dismissal, the DIRECTOR OF FACILITIES will not be entitled to further payments of compensation of any kind under this Agreement, except that the DIRECTOR OF FACILITIES will be entitled to any vested benefits payable under the terms and provisions of the Illinois Municipal Retirement Fund.

17. **EVALUATION** - The BOARD and DIRECTOR OF FACILITIES agree that there will be an annual evaluation of the DIRECTOR OF FACILITIES' performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the DIRECTOR OF FACILITIES by March 1.

In the event that the SUPERINTENDENT determines that the performance of the DIRECTOR OF FACILITIES is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The DIRECTOR OF FACILITIES will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the DIRECTOR OF FACILITIES' personnel file.

18. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the DIRECTOR OF FACILITIES from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR OF FACILITIES in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the DIRECTOR OF FACILITIES was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual

BOARD members be considered personally liable for indemnifying the DIRECTOR OF FACILITIES against such demands, claims, suits, actions and legal proceedings.

19. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the DIRECTOR OF FACILITIES, to:

Scott Gaunky
2035 Oakleaf Circle
Lake Villa, IL 60046

(or at the last address of the DIRECTOR OF FACILITIES contained in official Business Office records of the BOARD).

20. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the DIRECTOR OF FACILITIES, his successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.
- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.

- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

DIRECTOR OF FACILITIES

BOARD OF EDUCATION OF
 LINCOLNSHIRE-PRAIRIE VIEW
 SCHOOL DISTRICT 103, LAKE
 COUNTY, ILLINOIS

By: _____
 Scott Gaunky

By: _____
 President

ATTEST:

 Secretary

**ASSISTANT PRINCIPAL OF
DANIEL WRIGHT JUNIOR HIGH'S AGREEMENT**

THIS AGREEMENT made this 21st day of May, 2019 by and between the BOARD OF EDUCATION OF LINCOLNSHIRE-PRAIRIE VIEW SCHOOL DISTRICT 103 ("BOARD"), and THOMAS HERION ("ASSISTANT PRINCIPAL"), has been approved at the meeting of the BOARD held on May 21, 2019.

IT IS AGREED:

1. **EMPLOYMENT** - The ASSISTANT PRINCIPAL is hereby hired and retained from July 1, 2019 through and including June 30, 2020, as ASSISTANT PRINCIPAL of DANIEL WRIGHT JUNIOR HIGH in Lincolnshire-Prairie View School District No. 103.

2. **DUTIES** - The duties and responsibilities of the ASSISTANT PRINCIPAL will be those incidental to the office of the ASSISTANT PRINCIPAL, those set forth in the job description for the position of ASSISTANT PRINCIPAL (or, those duties contained in Board Policy, as adopted, and which may be amended from time to time), the attainment of the student performance and academic improvement goals determined pursuant to this Agreement, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT PRINCIPAL, and the performance of other professional duties customarily performed by a ASSISTANT PRINCIPAL as from time to time may be assigned to the ASSISTANT PRINCIPAL by the BOARD or the Superintendent. The BOARD reserves the right to reassign the ASSISTANT PRINCIPAL to different duties requiring licensure from time to time during the term of this Agreement, without loss of contract term, pay, benefits, notice or a hearing.

3. **STUDENT PERFORMANCE AND ACADEMIC IMPROVEMENT** - This Agreement is a performance-based contract. The ASSISTANT PRINCIPAL will address and fulfill student performance and academic improvement goals which are attached hereto, as Exhibit A, and may be modified by the BOARD, the Superintendent and the ASSISTANT PRINCIPAL cooperatively, during the time between the effective date of this contract and the ASSISTANT PRINCIPAL's start of employment. Any modifications to the student performance and academic improvement goals will be attached to this Agreement and made a part hereof. Once the student performance and academic improvement goals have been attained, this Agreement may be extended by the express, written consent of the parties. For each succeeding school year covered by this Agreement, new student performance and academic improvement goals will be developed prior to the next school year and made a part hereof.

4. **SALARY** - In consideration of the annual salary of **One Hundred Thousand Three Hundred Thirteen Dollars (\$100,313.00)**, the ASSISTANT PRINCIPAL agrees to devote such time, skill, labor and attention to his employment, during the term of this Agreement, in order to faithfully perform the duties of ASSISTANT PRINCIPAL. Salary will be paid in twenty-four (24) equal installments in accordance with the BOARD policy governing payment of salary to the other licensed members of the professional staff, less such amounts as required by law or provided for in this Agreement. The BOARD retains the right to adjust the annual salary and/or fringe benefits of the ASSISTANT PRINCIPAL during the term of this Agreement, provided that the

salary and/or fringe benefit(s) adjustments will not be lower than the salary and fringe benefits paid by the BOARD as set forth herein. Any adjustment to this Agreement made during the life of this Agreement will be in writing and will become a part of this Agreement. It is provided, however, that by doing so it will not be considered that the BOARD has entered into a new agreement with the ASSISTANT PRINCIPAL or that the termination date of this Agreement has been in any way extended. The BOARD and the ASSISTANT PRINCIPAL may enter into extensions of this Agreement for additional periods of time, if all of the student performance and academic improvement goals set forth in this Agreement have been met, both parties agree, and the agreement is reduced to writing.

In addition, the ASSISTANT PRINCIPAL will receive as additional compensation the amount of \$500 per month.

5. TEACHERS' RETIREMENT SYSTEM CONTRIBUTION – In addition to the salary paid to the ASSISTANT PRINCIPAL by the BOARD as expressed in Section 4, the BOARD will pick up and pay on the ASSISTANT PRINCIPAL'S behalf, a maximum contribution of 9.0% to TRS pursuant to Sections 16-152 and 16-152.1 of the *Illinois Pension Code*. The BOARD will remit this contribution to TRS.

The BOARD and the ASSISTANT PRINCIPAL make no commitment or guarantee that the BOARD'S payment of the contribution limit will continue to be excludable from the ASSISTANT PRINCIPAL'S gross income for federal or state income tax purposes or that any other federal or state tax treatment will apply.

Because neither party can represent what position the IRS, or any other government entity, will take with respect to these payments and withholdings, it is mutually agreed that each side will be responsible for any miscalculations for which it is legally responsible *without* indemnification or any other recourse from the other side. That is, if it is subsequently determined that the ASSISTANT PRINCIPAL should have paid taxes on any portion of the contribution for which he did not pay taxes, the interest and penalties are the ASSISTANT PRINCIPAL'S responsibility alone. If the BOARD is penalized for failing to withhold enough taxes based on the payroll information in its possession at the time of payment of the contribution, those penalties are the BOARD'S responsibility alone. Both the BOARD and the ASSISTANT PRINCIPAL expressly waive the right to seek indemnification or reimbursement from the other as the result of any government decision on the taxability of these amounts. In the event the IRS, or any other government entity, determines that the ASSISTANT PRINCIPAL owes more taxes, he has *no* right to seek additional sums from the BOARD.

6. DEFERRED COMPENSATION - The ASSISTANT PRINCIPAL may elect that a portion of his salary (as stated in Section 4) be used to purchase a tax sheltered annuity pursuant to Section 403(b) of the *Internal Revenue Code of 1986* (the "Code"), as amended, and/or a deferred compensation plan pursuant to Code Section 457. It is understood and agreed that the cost of the purchase of any annuity or plan shall be deducted from the ASSISTANT PRINCIPAL'S annual salary and shall not require an expenditure of funds by the BOARD above the amount paid to the ASSISTANT PRINCIPAL in the form of salary.

7. HOSPITALIZATION/MAJOR MEDICAL INSURANCE – The BOARD will provide and pay 80% of the cost of premiums for hospitalization and major medical insurance, as either individual or family coverage, in accordance with the basic insurance coverage provided to

licensed members of the professional staff. The ASSISTANT PRINCIPAL will be responsible for the remaining 20% of the cost of the premiums.

8. **TERM LIFE INSURANCE** - The BOARD will provide and pay the premiums for a term life insurance policy for the ASSISTANT PRINCIPAL for a ten (10) year term in the amount of Two Hundred Thousand Dollars (\$200,000.00). The BOARD will assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT PRINCIPAL, and upon termination of this Agreement will allow that owner to continue the life insurance policy at its (or his) own expense.

9. **MEDICAL EXAMINATION** – At the request of the BOARD, the ASSISTANT PRINCIPAL will obtain a comprehensive medical examination at BOARD expense, after submission to the insurance carrier. A copy of the certificate of the physician certifying the physical ability of the ASSISTANT PRINCIPAL to perform his essential job functions will be given to the President of the BOARD. The physician performing the medical examination will be one licensed to practice medicine in all of its branches and will be chosen by the Board, or by mutual agreement of the Board and ASSISTANT PRINCIPAL.

10. **SICK AND PERSONAL LEAVE** – The ASSISTANT PRINCIPAL will be entitled to fourteen (14) work days of sick leave annually. If the ASSISTANT PRINCIPAL does not use the full amount of annual sick leave allowed, the unused amount will accumulate without limit. Sick leave availability and usage will be governed by Section 24-6 of the Illinois School Code (105 ILCS 5/24-6). The ASSISTANT PRINCIPAL will receive three (3) personal leave days annually. Unused personal leave shall accumulate as sick leave.

11. **VACATION LEAVE** - The ASSISTANT PRINCIPAL will receive twenty (20) work days of vacation annually, exclusive of weekends and BOARD approved holidays for twelve month staff. Other Spring, Summer and Winter non-student attendance periods will constitute work days unless specifically scheduled and credited toward the vacation listed above. Vacation days will be cumulative to the extent that a maximum of five (5) unused vacation days earned during a given year may be carried over for use prior to October 1 of the following contract year. The scheduling of more than five (5) consecutive vacation days will be by agreement between the Superintendent and the ASSISTANT PRINCIPAL.

12. **BUSINESS AND TRAVEL EXPENSES** - It is anticipated and agreed that the ASSISTANT PRINCIPAL will be required to incur certain personal expenses for the official business of the BOARD. As such, the BOARD agrees to reimburse the ASSISTANT PRINCIPAL for expenses incurred by him on behalf of the BOARD, which have received pre-approval by the Superintendent; subject, however, to the ASSISTANT PRINCIPAL'S substantiation and the BOARD'S approval of such expenses. The ASSISTANT PRINCIPAL will submit appropriate substantiation of all business expenses incurred.

13. **MEMBERSHIP DUES** – With prior BOARD approval and upon proper substantiation, the ASSISTANT PRINCIPAL will be reimbursed for the dues and membership fees for one national and one state administrator, teacher and/or school board organization memberships to which he belongs. The BOARD shall also pay the costs for professional educational journals to which the ASSISTANT PRINCIPAL subscribes.

14. **PROFESSIONAL ACTIVITIES** - The ASSISTANT PRINCIPAL will be

encouraged to attend appropriate professional meetings and continuing education at the local, state and national levels. Within budget constraints, as approved by the Superintendent and the BOARD, the costs of attendance will be paid by the BOARD.

15. **LICENSE** - The ASSISTANT PRINCIPAL will furnish to the BOARD, during the term of this Agreement, a valid, appropriate, and properly registered license to act as ASSISTANT PRINCIPAL in accordance with the laws of the State of Illinois and as directed by the BOARD.

16. **TUITION REIMBURSEMENT** - The BOARD will reimburse the ASSISTANT PRINCIPAL for the tuition costs and fees for coursework approved by the BOARD and related to the position's duties, to a credit hour maximum of \$500 per credit hour and an annual maximum of Ten Thousand Dollars (\$10,000.) For reimbursement to be made, such approval must be in writing from the Superintendent and obtained in advance of taking the course. The ASSISTANT PRINCIPAL agrees that by accepting such reimbursement he is agreeing not to seek other employment for a period of two (2) years following the receipt of the last tuition reimbursement he receives from the BOARD. If the ASSISTANT PRINCIPAL voluntarily resigns his employment for reasons other than disability, retires, or is terminated pursuant to Section 18 (D) or (E) below, prior to fulfilling his two-year commitment to remain employed by the BOARD, he will immediately become liable to the BOARD for repayment of all tuition reimbursements received in the preceding three (3) years, unless otherwise agreed to in writing signed by the Parties. The ASSISTANT PRINCIPAL hereby consents to satisfying any or all of such liability from any remaining compensation that may be due to him under this Agreement or otherwise. The ASSISTANT PRINCIPAL'S repayment obligation will be reduced by fifty percent (50%) if he fulfills one year of his two-year commitment, and the obligation will be eliminated upon fulfillment of the full two-year commitment. The repayment obligation will not attach if the BOARD elects not to renew the ASSISTANT PRINCIPAL'S contract or if this Contract is terminated by mutual agreement.

17. **TERMINATION OF AGREEMENT** - This Agreement may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement.
- C. Resignation, provided, however, the ASSISTANT PRINCIPAL gives the BOARD at least ninety (90) days prior written notice of the proposed resignation.
- D. Disability. In the event of disability by illness or incapacity, after the ASSISTANT PRINCIPAL'S sick leave has been exhausted, the compensation will be reinstated after the ASSISTANT PRINCIPAL has returned to employment and undertaken the full discharge of his duties. The BOARD may terminate this Agreement by written notice to the ASSISTANT PRINCIPAL at any time after the ASSISTANT PRINCIPAL has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of three (3) months. All obligations of the

BOARD will cease upon such termination.

If a question exists concerning the capacity of the ASSISTANT PRINCIPAL to return to his duties the BOARD may require the ASSISTANT PRINCIPAL to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The BOARD and ASSISTANT PRINCIPAL will mutually agree upon the physician who will conduct the examination. The examination will be done at the expense of the BOARD. The physician will limit his/her report to the issue of whether the ASSISTANT PRINCIPAL has a continuing disability which prohibits him from performing his duties.

- E. Discharge for cause. "For cause" will mean any conduct, act, or failure to act by the ASSISTANT PRINCIPAL which is prejudicial to the School District as determined by the BOARD, including, but not limited to, neglect of duty, inefficiency or incompetence, insubordination to the Board, or violation of the terms of this Agreement. Reasons for discharge for cause will be given in writing to the ASSISTANT PRINCIPAL, who will be entitled to notice and a hearing before the BOARD to discuss the discharge. If the ASSISTANT PRINCIPAL chooses to be accompanied by legal counsel, he will bear any costs involved therein. The BOARD hearing will be conducted in closed session. The BOARD will not arbitrarily or capriciously dismiss the ASSISTANT PRINCIPAL.
- F. Failure to comply with the terms and conditions of this Agreement.

Nothing will prohibit the BOARD from suspending the ASSISTANT PRINCIPAL without pay pending completion of the requirements of this section. After the effective date of dismissal the ASSISTANT PRINCIPAL will not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT PRINCIPAL will be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

18. EVALUATION - The BOARD and ASSISTANT PRINCIPAL agree that there will be an annual evaluation of the ASSISTANT PRINCIPAL'S performance under this Agreement. The evaluation will consider, but not be limited to, an examination of the establishment and maintenance of educational goals, attainment of the student performance and academic improvement goals set forth in this Agreement, administration of personnel, rapport with the BOARD and other factors of appraisal that may be established by the parties. A written summary of each performance evaluation will be prepared by the Superintendent and given to the ASSISTANT PRINCIPAL by March 1.

In the event that the SUPERINTENDENT determines that the performance of the ASSISTANT PRINCIPAL is unsatisfactory in any respect, the SUPERINTENDENT will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas of improvement in all instances where the SUPERINTENDENT deems performance to be unsatisfactory. The ASSISTANT PRINCIPAL will have the right to make a written reaction or response to the evaluation. This response will become a permanent attachment to the evaluation and placed in the ASSISTANT PRINCIPAL'S

personnel file.

19. **PROFESSIONAL LIABILITY** - The BOARD agrees that it will defend, hold harmless, and indemnify the ASSISTANT PRINCIPAL from any and all demands, claims, suits, actions and legal proceedings brought against the ASSISTANT PRINCIPAL in his individual capacity, or in his official capacity as agent and employee of the BOARD provided the incident arose while the ASSISTANT PRINCIPAL was acting within the scope of his employment and excluding criminal litigation and such liability coverage as is beyond the authority of the BOARD to provide under state law. Except that, in no case, will individual BOARD members be considered personally liable for indemnifying the ASSISTANT PRINCIPAL against such demands, claims, suits, actions and legal proceedings.

20. **NOTICE** - Any notice or communication permitted or required under this Agreement will be in writing and will become effective on the day of mailing thereof by first class mail, registered or certified mail, postage prepaid, addressed:

If to the BOARD, to:

President
Board of Education
Lincolnshire-Prairie View School District 103
1370 Riverwoods Road
Lincolnshire, Illinois 60069

If to the ASSISTANT PRINCIPAL, to:

Thomas Herion
1656 Blackburn Dr.
Mundelein, IL 60060

(or at the last address of the ASSISTANT PRINCIPAL contained in official Business Office records of the BOARD).

21. **MISCELLANEOUS**

- A. This Agreement has been executed in Illinois, and will be governed in accordance with the laws of the State of Illinois in every respect.
- B. Section headings and numbers have been inserted for convenience of reference only, and if there is any conflict between such headings or numbers and the text of this Agreement, the text will control.
- C. This Agreement may be executed in one or more counterparts, each of which will be considered an original, and all of which taken together will be considered one and the same instrument.
- D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior contracts, arrangements, and communications between the parties concerning such subject matter, whether oral or written.
- E. This Agreement will be binding upon and inure to the benefit of the

ASSISTANT PRINCIPAL, his successors, assigns, heirs, executors, and personal representatives, and will be binding upon, and inure to the benefit of the BOARD, its successors and assigns.

- F. Both parties have had the opportunity to seek the advice of counsel.
- G. No subsequent alteration, amendment, change, or addition to this Agreement, will be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.
- H. The BOARD retains the right to repeal, change or modify any policies, procedures or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.
- I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it will be deemed removed here from, and the remainder of this Agreement will continue to have its intended full force and effect.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the BOARD, by its President and Secretary on the day and year first above written.

ASSISTANT PRINCIPAL

BOARD OF EDUCATION OF
LINCOLNSHIRE-PRAIRIE VIEW
SCHOOL DISTRICT 103, LAKE
COUNTY, ILLINOIS

By: _____
Thomas Herion

By: _____
President

ATTEST:

Secretary



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 16, 2019
Re: Classified Salary Increases

I am recommending that the Board approve a 3% increase to the classified staff salaries, and a 2% increase for our transportation department for the 2019-2020 school year. This is consistent with our consortium and Lake County district raises for next year.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 16, 2019
Re: Final District 103 Calendar 2018-2019

The final 2018-2019 school calendar is presented for board approval. At the end of each school year, the district must submit a final calendar to the ROE, which reflects the actual attendance days for students. Emergency days that were not used have been eliminated.

I recommend the Board approve the final school calendar for 2018-2019.

2018-2019 Final Public School Calendar for Lincolnshire-Prairieview SD 103, RCDT Admin Submitted to the ROE Admin, as of 5/9/2019

Codes: X = attendance day; XHI, XHPT, XID, XDS, XHS, XHSW, XHIH, XHPH, XHSH = half attendance day; XH = holiday attendance waiver; FPT, FPTH, WFPT = full day parent teacher conference; FI, WFI, FIH = teacher inservice; PI, TI, TIH = parent/teacher institute; ED = emergency day; XED = proposed emergency day; HOL = holiday; NIA = not in attendance

Total Days of Attendance: 174 Regular Day: 8:30AM - 3:35PM Instruct. Day Lgth: 6 Hrs. 37 Mins.

July 2018							August 2018							September 2018						
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
						1			1	2	3	4	5						1	2
2	3	4 HOL	5	6	7	8	6	7	8	9	10	11	12	3 HOL	4 X	5 X	6 X	7 X	8	9
9	10	11	12	13	14	15	13	14	15	16 TI	17 TI	18	19	10 X	11 X	12 X	13 X	14 X	15	16
16	17	18	19	20	21	22	20 X	21 X	22 X	23 X	24 X	25	26	17 X	18 X	19 X	20 X	21 X	22	23
23	24	25	26	27	28	29	27 X	28 X	29 X	30 X	31 X			24 X	25 X	26 X	27 X	28 X	29	30
30	31																			

July Atnd: 0 Accum: 0 Aug Atnd: 10 Accum: 10 Sept Atnd: 19 Accum: 29

October 2018							November 2018							December 2018						
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
										1 X	2 X	3	4						1	2
1 X	2 X	3 X	4 X	5 X	6	7	5 X	6 X	7 X	8 X	9 X	10	11 HOL	3 X	4 X	5 X	6 X	7 X	8	9
8 HOL	9 NIA	10 NIA	11 X	12 X	13	14	12 X	13 X	14 X	15 X	16 X	17	18	10 X	11 X	12 X	13 X	14 X	15	16
15 X	16 X	17 X	18 X	19 X	20	21	19 XHS	20 FPT	21 NIA	22 HOL	23 NIA	24	25	17 X	18 X	19 X	20 X	21 X	22	23
22 X	23 X	24 X	25 X	26 X	27	28	26 ED	27 X	28 X	29 X	30 X			24 NIA	25 HOL	26 NIA	27 NIA	28 NIA	29	30
29 X	30 X	31 X												31 NIA						

Oct Atnd: 20 Accum: 49 Nov Atnd: 17 Accum: 66 Dec Atnd: 15 Accum: 81

January 2019							February 2019							March 2019							
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	
											1 X	2	3						1 TI	2	3
7 TI	8 X	9 X	10 X	11 X	12	13	4 X	5 X	6 X	7 X	8 X	9	10	4 HOL	5 X	6 X	7 X	8 X	9	10	
14 X	15 X	16 X	17 X	18 X	19	20	11 X	12 X	13 X	14 X	15 X	16	17	11 X	12 X	13 X	14 X	15 X	16	17	
21 HOL	22 X	23 X	24 X	25 X	26	27	18 NIA	19 X	20 X	21 X	22 X	23	24	18 X	19 X	20 X	21 X	22 X	23	24	
28 ED	29 X	30 ED	31 ED				25 X	26 X	27 XHS	28 FPT				25 NIA	26 NIA	27 NIA	28 NIA	29 NIA	30	31	

Jan Atnd: 14 Accum: 95 Feb Atnd: 18 Accum: 113 Mar Atnd: 14 Accum: 127

April 2019							May 2019							June 2019						
Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
									1 X	2 X	3 X	4	5						1	2
1 X	2 X	3 X	4 X	5 X	6	7	6 X	7 X	8 X	9 X	10 X	11	12	3 X	4 X	5 XHI	6	7	8	9
8 X	9 X	10 X	11 X	12 X	13	14	13 X	14 X	15 X	16 X	17 X	18	19	10	11	12	13	14	15	16
15 X	16 X	17 X	18 X	19 X	20	21	20 X	21 X	22 XHS	23 X	24 X	25	26	17	18	19	20	21	22	23
22 X	23 X	24 X	25 X	26 X	27	28	27 HOL	28 X	29 X	30 X	31 X			24	25	26	27	28	29	30
29 X	30 X																			

Apr Atnd: 22 Accum: 149 May Atnd: 22 Accum: 171 June Atnd: 3 Accum: 174

2018-2019 Lincolnshire-Prairieview SD 103 as of 5/9/2019**Calendar Legend - Totals for the Year**

Calendar Code	Code Description	No. of Days	Totals
X	Pupil Attendance Day	170	
XHI	Half-Day In-service	1	
XHS	Half-Day School Improvement Program	3	
			Total Attendance Days: 174
FPT	Full-Day Parent/Teacher Conference	2	
TI	Teacher Institute/Workshop	4	
			Total Calendar Days: 180
ED	Emergency Day	4	
HOL	Holiday	10	
NIA	Not in Attendance	18	

PT /In-Service/School Improv./Act of God/Interrupted Days/Delayed Start-Explanations

School Begin Date: 08/16/2018

School End Date: 06/05/2019

Regular Day: 8:30AM - 3:35PM

Instruct. Day Lgth: 6 Hrs. 37 Mins.

Cal. Date	Cal. Code	Code Descr.	Student Attend.	Activity Time	Brief Explanation for Activity or School Closing
11/19/2018	XHS	Half-Day School Improvement Program	8:30AM 11:30AM	12:10PM 3:35PM	Parent Teacher conferences in the afternoon.
11/20/2018	FPT	Full-Day Parent/Teacher Conference		5:00PM 8:00PM	Parent Teacher conferences the previous evening from 5:00 pm to 8:00 pm.
02/27/2019	XHS	Half-Day School Improvement Program	8:30AM 11:30AM	1:00PM 8:00PM	Parent Teacher conferences in the afternoon.
02/28/2019	FPT	Full-Day Parent/Teacher Conference		1:00PM 8:00PM	Parent Teacher conferences the previous evening from 1-8 p.m.
05/22/2019	XHS	Half-Day School Improvement Program	8:30AM 11:30AM	12:10PM 3:35PM	Student attendance in the am, teacher inservice in the pm.
06/05/2019	XHI	Half-Day In-service	8:30AM 11:30AM	12:10PM 3:35PM	Student attendance in the am, teacher inservice in the pm.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 16, 2019
Re: Asbestos Abatement Bid Approval

I recommend the Board approve the Holian Asbestos Removal and Encapsulation Corporation base bid and alternate for asbestos removal at Daniel Wright Jr. High for a total of \$21,000. The recommendation from Midwest Environmental Consulting Services Inc. is provided for your review.



Midwest Environmental Consulting Services, Inc.

Consultants ◀ Engineers ◀ Scientists

April 18, 2019

Lincolnshire-Prairieview School District #103
1370 Riverwoods Drive
Lincolnshire, IL 60069

Attention: Scott Gaunky

Subject: **Asbestos Bid Review for Lincolnshire-Prairieview School District #103**
Project Location: Daniel Wright Junior High School
Address: 1370 Riverwoods Drive
Lincolnshire, IL 60069
MEC Project #: 19-03-129-PD

Dear Mr. Gaunky;

On Wednesday, April 17, 2019, bids for asbestos removal were opened by Midwest Environmental Consulting Services, Inc. (MEC). A summary of the bids are as follows:

Company	Base Bid	Alternate #1	Total
Holian Asbestos Removal & Encapsulation Corp.	\$15,750.00	\$5,250.00	\$21,000.00
Husar Abatement, Ltd.	\$19,750.00	\$4,400.00	\$24,150.00
Colfax Corporation	\$20,400.00	\$5,900.00	\$26,300.00
Kinsale Contracting Group, Inc.	\$32,500.00	\$10,350.00	\$42,850.00

Based on my discussion with Holian Asbestos Removal & Encapsulation Corp. today, they expressed that they understand the project and the entire scope of work. All information requested by the bid document was supplied. After our review of all information, Holian Asbestos Removal & Encapsulation Corp. has submitted the lowest responsible bid for Lincolnshire-Prairieview School District #103.

If you have any questions, please feel free to contact the undersigned at 630-553-3989.

Best Regards,
Midwest Environmental Consulting Services, Inc.



Brandon M. Gorte, P.E.
Environmental Engineer

Yorkville Location

2551 N. Bridge St.
Yorkville, IL 60560

P: (630) 553-3989
F: (630) 553-3990

Peoria Location

3100 N. Knoxville Ave.
Suite 204

Peoria, IL 61603
P: (309) 621-4680
F: (309) 621-4690



Lincolnshire-Prairie View School District 103

1370 N. Riverwoods Road • Lincolnshire, IL 60069

847/295-4030 • FAX 847/295-9196

<http://www.d103.org>

MEMO

To: Board of Education
From: Patrick Palbicke
CC: Dr. Scott Warren
Date: May 16, 2019
Re: Daniel Wright Facility Planning Update

Since our last Board meeting, there has been no further Core or User Group meetings. However, since there has been a possible change in focus and size of construction, future meetings may be scheduled.

Meetings are on-going every Friday with Scott Gaunky, Wold Architects, GeWalt Hamilton, and the Construction Manager. Wold will begin a new design phase and work-up for the Board to review should the district decide to renovate.

We continue to review other options which include purchase of a facility to house administration. Recently the Board met to inspect one such property and we are working with Colliers International to possibly come to a purchase price for the Board to review and approve.



Lincolnshire-Prairie View School District 103

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<http://www.d103.org>

MEMO

To: Board of Education
From: Patrick Palbicke
CC: Dr. Scott Warren
Date: May 16, 2019
Re: Business Office Update - April

April 2019 Financial Reports

We are now at 83.3% completed for the Fiscal Year, as it relates to revenue, the next few months will jump as taxes are distributed; the first here in May. We saw one more categorical payment from the State in April and will receive payments from other districts in the final two months. Registration also opens up in mid-May, boosting local receipts. As it stands through April, we are at 51.1% of our expected revenue with a target of 83.3%. We have past the slowest time for cash receipts and the final two months will see it jump greatly. Highlights in revenue remain to be related to impact fees, interest received, Summer School enrollment, and our D103 Club.

The Budget is now 83.2% expended while the target at this point is 83.3%. Last month we were behind by .1%, and this month we stand ahead by .1%. We should continue to stay within range, coming in just under budget as spending for this year slows to the necessary items. As we have done in the past, when we remove the capital budget and debt and look at only operating funds, we are at 82.9% expended. Salary and benefits are at 82.2%, putting us a full percentage point ahead for this line item. Overall, this puts us under budget so far in our operating funds as we prepare to close out the year and schedule the internal transfers.

Revenue Report

4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Received
Education Fund														
Local Sources														
Property Tax Receipts	191,358.82	751,630.69	8,877,070.56	320,673.48	227,718.24	-	-	-	-	-	10,368,451.79	23,308,260	12,939,808.21	44.5%
CPPRT	16,256.91	1,643.03	-	14,711.94	-	3,597.62	12,061.81	-	4,757.68	23,655.62	76,684.61	59,000	(17,684.61)	130.0%
Tuition - Full Day Kindergarten	57,195.27	52,506.14	9,384.37	62,771.17	17,241.29	32,096.42	109,637.10	18,557.89	7,133.13	7,122.36	373,645.14	530,320	156,674.86	70.5%
Tuition - Summer School	-	-	-	-	-	-	-	-	94,676.00	24,260.00	118,936.00	100,000	(18,936.00)	118.9%
Interest	21,341.49	18,951.78	18,988.59	30,852.68	37,345.02	36,652.17	26,581.84	24,089.43	50,421.00	45,909.28	311,133.28	100,000	(211,133.28)	311.1%
Athletic Admissions	-	-	-	-	-	-	-	-	-	-	-	1,000	1,000.00	0.0%
Other Admissions	-	-	-	304.75	-	686.00	-	-	-	-	990.75	-	(990.75)	No Bud
After School Activities	-	-	12,010.00	4,738.00	3,895.00	10,536.00	1,910.00	3,035.00	11,749.00	879.00	48,752.00	25,000	(23,752.00)	195.0%
Technology Fee	4,785.00	17,871.84	3,418.61	1,627.58	675.80	3,318.74	3,267.52	2,905.29	2,498.59	2,386.11	42,755.08	44,990	2,234.92	95.0%
PE Uniform/Lock Fee	447.00	1,261.00	(731.00)	-	23.00	15.00	75.00	52.00	64.00	18.00	1,224.00	6,000	4,776.00	20.4%
Fine Arts Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Graduation Fee	234.00	351.00	97.50	69.15	47.85	58.50	78.00	156.00	195.00	136.50	1,423.50	4,000	2,576.50	35.6%
Sprague Class Project Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Half Day Class Project Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Field Trip Fees	-	1,462.40	6,092.00	2,457.25	2,862.40	687.50	350.55	750.30	4,193.75	7,753.85	26,610.00	25,000	(1,610.00)	106.4%
Sale of Athletic Wear	-	-	100.00	-	-	-	-	-	-	-	100.00	1,000	900.00	10.0%
103 Club Fees	3,930.00	4,997.50	114,878.48	94,182.63	70,793.56	77,480.25	72,254.09	106,076.66	75,783.84	93,844.75	714,221.76	565,000	(149,221.76)	126.4%
Student ID Fees/Fines	-	20.00	130.00	70.00	65.00	15.00	25.00	55.00	25.00	40.00	445.00	500	55.00	89.0%
Library Fees/Fines	(48.79)	-	47.90	26.70	68.53	55.15	33.10	64.46	107.43	12.79	367.27	500	132.73	73.5%
Athletic Fees	-	550.00	2,225.00	850.00	1,250.00	525.00	1,050.00	25.00	1,575.00	1,500.00	9,550.00	8,000	(1,550.00)	119.4%
Band/Orchestra/Choir	2,050.00	9,425.00	4,275.00	2,175.00	250.00	350.00	675.00	1,300.00	1,175.00	375.00	22,050.00	35,000	12,950.00	63.0%
Textbook Fees	20,184.27	56,220.63	7,398.93	17,108.30	3,096.54	4,575.94	6,953.64	2,243.84	4,599.17	3,135.68	125,516.94	324,232	198,715.06	38.7%
PTO/Foundation Donations	3,913.87	-	-	2,750.04	-	2,149.47	2,905.65	-	3,474.42	2,704.39	17,897.84	40,000	22,102.16	44.7%
Other Donations	1,000.00	-	12,977.61	-	440.00	-	95.20	-	-	1,100.00	15,612.81	10,000	(5,612.81)	156.1%
Misc. Donations	-	-	-	-	-	-	-	-	-	-	-	100	100.00	0.0%
Refunds from Prior Yr. Expenses	-	-	-	-	860.57	3,981.81	-	148.00	5,551.00	12.06	10,553.44	8,000	(2,553.44)	131.9%
Payment from other LEA's	-	-	-	-	-	-	-	-	-	-	-	385,000	385,000.00	0.0%
Camp Revenue	-	-	-	-	-	-	-	-	-	12,017.00	12,017.00	16,000	3,983.00	75.1%
Loredo Taft Revenue	-	-	-	-	195.00	41,827.50	312.00	(273.00)	-	-	42,061.50	33,000	(9,061.50)	127.5%
Other Local Revenue	1,549.36	-	226.02	-	-	105.85	11.00	-	3,000.00	3,000.00	7,892.23	20,000	12,107.77	39.5%
Local Revenue	324,197.20	916,891.01	9,068,589.57	555,368.67	366,827.80	218,713.92	238,276.50	159,185.87	270,979.01	229,862.39	12,348,891.94	25,649,902	13,301,010.06	48.1%
State Sources														
General State Aid	-	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	844,472.52	1,028,200	183,727.48	82.1%
Spec. Ed. Private Facility	-	-	33,657.91	-	-	-	12,284.49	-	-	11,901.75	57,844.15	90,000	32,155.85	64.3%
Spec. Ed. Extraordinary	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Spec. Ed. Personnel	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Spec. Ed. Orphanage	-	-	-	-	-	-	12,211.59	-	-	-	12,211.59	2,500	(9,711.59)	488.5%
Spec. Ed. Summer School	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Bilingual	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Orphanage Tuition	-	-	-	-	-	37,354.02	12,341.00	-	-	32,438.00	82,133.02	28,500	(53,633.02)	288.2%
Library Per Capital Grant	-	-	-	-	-	-	-	-	-	-	-	1,000	1,000.00	0.0%
Other State Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
State Revenue	-	93,830.28	127,488.19	93,830.28	93,830.28	143,395.89	118,455.77	93,830.28	93,830.28	138,170.03	996,661.28	1,150,200	153,538.72	86.7%
Federal Sources														
Special Milk Program	3,256.59	-	-	3,431.64	2,416.43	-	3,563.59	1,707.01	-	3,579.82	17,955.08	12,000	(5,955.08)	149.6%
Title I - Low Income	-	1,947.00	-	-	-	-	15,940.00	-	-	8,435.00	26,322.00	33,000	6,678.00	79.8%
IDEA Preschool	-	153.00	-	-	5,439.00	-	-	-	631.00	-	6,223.00	7,000	777.00	88.9%
IDEA Flow Through	-	6,325.00	-	-	51,448.00	-	-	-	146,130.00	-	203,903.00	220,000	16,097.00	92.7%
IDEA Room & Board	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Title III - LIPLEP	-	2,000.00	-	-	-	-	6,250.00	-	-	7,250.00	15,500.00	12,500	(3,000.00)	124.0%
Title II - Teacher Quality	-	-	4,546.00	-	-	-	460.00	-	-	11,018.00	16,024.00	20,000	3,976.00	80.1%
Medicaid Reimbursement	-	-	-	-	7,150.36	-	-	-	-	-	7,150.36	20,000	12,849.64	35.8%
Federal Revenue	3,256.59	10,425.00	4,546.00	3,431.64	66,453.79	-	26,213.59	1,707.01	146,761.00	30,282.82	293,077.44	324,500	31,422.56	90.3%
Subtotal Education Fund	327,453.79	1,021,146.29	9,200,623.76	652,630.59	527,111.87	362,109.81	382,945.86	254,723.16	511,570.29	398,315.24	13,638,630.66	27,124,602	13,485,971.34	50.3%
"On-Behalf"/Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Education Fund	327,453.79	1,021,146.29	9,200,623.76	652,630.59	527,111.87	362,109.81	382,945.86	254,723.16	511,570.29	398,315.24	13,638,630.66	27,124,602	13,485,971.34	50.3%
Operations & Maintenance Fund														
Local Sources														

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Revenue Report
4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Received
Property Tax Receipts	11,046.45	43,388.90	512,440.98	18,511.31	13,145.34	-	-	-	-	-	598,532.98	1,448,000.00	849,467.02	41.3%
Interest	1,348.43	1,508.56	1,123.74	2,369.10	2,795.22	2,413.03	1,949.18	1,637.41	2,596.53	3,966.80	21,708.00	15,000.00	(6,708.00)	144.7%
Facility Rental	1,710.00	1,555.00	-	200.00	-	9,319.00	-	-	7,038.00	495.00	20,317.00	30,000.00	9,683.00	67.7%
Impact Fees	17,211.10	-	19,678.89	42,597.55	153,066.51	-	-	-	36,340.59	10,017.00	278,911.64	85,000.00	(193,911.64)	328.1%
Refunds from Prior Yr. Expenses	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Other Local Revenue	-	-	337.00	936.80	253.00	-	277.00	142.00	-	167.00	2,112.80	100.00	(2,012.80)	2112.8%
Local Revenue	31,315.98	46,452.46	533,580.61	64,614.76	169,260.07	11,732.03	2,226.18	1,779.41	45,975.12	14,645.80	921,582.42	1,578,100.00	656,517.58	58.4%
State Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
General State Aid	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Other State Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
State Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Subtotal O & M Fund	31,315.98	46,452.46	533,580.61	64,614.76	169,260.07	11,732.03	2,226.18	1,779.41	45,975.12	14,645.80	921,582.42	1,578,100.00	656,517.58	58.4%
Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total O&M Fund	31,315.98	46,452.46	533,580.61	64,614.76	169,260.07	11,732.03	2,226.18	1,779.41	45,975.12	14,645.80	921,582.42	1,578,100.00	656,517.58	58.4%
Debt Service Fund														
Local Sources														
Property Tax Receipts	2,981.86	11,712.34	138,327.63	4,996.92	3,548.44	-	-	-	-	-	161,567.19	358,000.00	196,432.81	45.1%
Interest	137.97	339.92	358.69	357.02	532.54	29.27	36.20	32.77	34.45	34.48	1,893.31	500.00	(1,393.31)	378.7%
Payment from other LEA's	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Local Revenue	3,119.83	12,052.26	138,686.32	5,353.94	4,080.98	29.27	36.20	32.77	34.45	34.48	163,460.50	358,500.00	195,039.50	45.6%
Subtotal Debt Service Fund	3,119.83	12,052.26	138,686.32	5,353.94	4,080.98	29.27	36.20	32.77	34.45	34.48	163,460.50	358,500.00	195,039.50	45.6%
Transfers/Other Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Debt Service Fund	3,119.83	12,052.26	138,686.32	5,353.94	4,080.98	29.27	36.20	32.77	34.45	34.48	163,460.50	358,500.00	195,039.50	45.6%
Transportation Fund														
Local Sources														
Property Tax Receipts	11,046.45	43,388.90	512,440.98	18,511.31	13,145.34	-	-	-	-	-	598,532.98	1,349,000.00	750,467.02	44.4%
Paid Student Trips	-	-	-	-	-	-	-	-	-	-	-	14,000.00	14,000.00	0.0%
Summer School Trans Fees	-	-	-	-	-	-	-	-	19,950.00	6,000.00	25,950.00	15,000.00	(10,950.00)	173.0%
SPED Trans Fees Other LEAs	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Interest	1,572.33	1,886.07	897.91	2,848.95	3,391.18	2,986.40	2,441.88	2,229.89	4,010.00	5,695.05	27,959.66	15,000.00	(12,959.66)	186.4%
Payment from Other Districts	935.00	-	-	-	-	-	-	-	-	-	935.00	100.00	(835.00)	935.0%
Other Local Revenue	-	-	-	-	-	-	-	-	90.50	-	90.50	1,000.00	909.50	9.1%
Local Revenue	13,553.78	45,274.97	513,338.89	21,360.26	16,536.52	2,986.40	2,441.88	2,229.89	24,050.50	11,695.05	653,468.14	1,394,100.00	740,631.86	46.9%
State Sources														
Transportation - Regular	-	-	96,438.40	-	-	-	106,169.11	-	-	104,126.15	306,733.66	280,000.00	(26,733.66)	109.5%
Transportation - Spec. Ed.	-	-	95,186.60	-	-	-	77,319.26	-	-	75,095.55	247,601.41	280,000.00	32,398.59	88.4%
Other State Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
State Revenue	-	-	191,625.00	-	-	-	183,488.37	-	-	179,221.70	554,335.07	560,000.00	5,664.93	99.0%
Subtotal Transportation Fund	13,553.78	45,274.97	704,963.89	21,360.26	16,536.52	2,986.40	185,930.25	2,229.89	24,050.50	190,916.75	1,207,803.21	1,954,100.00	746,296.79	61.8%
Total Transportation Fund	13,553.78	45,274.97	704,963.89	21,360.26	16,536.52	2,986.40	185,930.25	2,229.89	24,050.50	190,916.75	1,207,803.21	1,954,100.00	746,296.79	61.8%
Retirement Fund														
Local Sources														
Property Tax Receipts	9,465.16	37,177.81	439,085.42	15,861.43	11,263.60	-	-	-	-	-	512,853.42	1,160,000.00	647,146.58	44.2%
CPPRT	-	-	-	-	-	-	-	-	-	-	-	34,000.00	34,000.00	0.0%
Interest	558.57	1,239.57	1,541.44	1,671.52	2,071.12	1,297.37	1,379.58	1,082.94	992.75	857.11	12,691.97	4,000.00	(8,691.97)	317.3%
Local Revenue	10,023.73	38,417.38	440,626.86	17,532.95	13,334.72	1,297.37	1,379.58	1,082.94	992.75	857.11	525,545.39	1,198,000.00	672,454.61	43.9%
Subtotal Retirement Fund	10,023.73	38,417.38	440,626.86	17,532.95	13,334.72	1,297.37	1,379.58	1,082.94	992.75	857.11	525,545.39	1,198,000.00	672,454.61	43.9%
Total Retirement Fund	10,023.73	38,417.38	440,626.86	17,532.95	13,334.72	1,297.37	1,379.58	1,082.94	992.75	857.11	525,545.39	1,198,000.00	672,454.61	43.9%
Capital Projects Fund														
Local Sources														
Interest	11.15	15.14	18.12	10.88	10.73	0.02	0.03	0.03	0.03	0.03	66.16	-	(66.16)	No Bud
PTO Donations	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Local Revenue	11.15	15.14	18.12	10.88	10.73	0.02	0.03	0.03	0.03	0.03	66.16	-	(66.16)	No Bud
Subtotal Cap. Projects Fund	11.15	15.14	18.12	10.88	10.73	0.02	0.03	0.03	0.03	0.03	66.16	-	(66.16)	No Bud
Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Cap. Projects Fund	11.15	15.14	18.12	10.88	10.73	0.02	0.03	0.03	0.03	0.03	66.16	-	(66.16)	No Bud

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Revenue Report
4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Received
Working Cash Fund														
Local Sources														
Interest	509.18	459.70	167.24	679.47	700.09	908.62	706.39	697.74	1,496.17	2,294.59	8,619.19	5,000.00	(3,619.19)	172.4%
Local Revenue	509.18	459.70	167.24	679.47	700.09	908.62	706.39	697.74	1,496.17	2,294.59	8,619.19	5,000.00	(3,619.19)	172.4%
Subtotal Working Cash Fund	509.18	459.70	167.24	679.47	700.09	908.62	706.39	697.74	1,496.17	2,294.59	8,619.19	5,000.00	(3,619.19)	172.4%
Other Sources	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Working Cash Fund	509.18	459.70	167.24	679.47	700.09	908.62	706.39	697.74	1,496.17	2,294.59	8,619.19	5,000.00	(3,619.19)	172.4%
All Funds														
Local Sources														
Property Tax Receipts	225,898.74	887,298.64	10,479,365.57	378,554.45	268,820.96	-	-	-	-	-	12,239,938.36	27,623,260.00	15,383,321.64	44.3%
CPPRT	16,256.91	1,643.03	-	14,711.94	-	3,597.62	12,061.81	-	4,757.68	23,655.62	76,684.61	93,000.00	16,315.39	82.5%
Tuition - Full Day Kindergarten	57,195.27	52,506.14	9,384.37	62,771.17	17,241.29	32,096.42	109,637.10	18,557.89	7,133.13	7,122.36	373,645.14	530,320.00	156,674.86	70.5%
Tuition - Summer School	-	-	-	-	-	-	-	-	94,676.00	24,260.00	118,936.00	100,000.00	(18,936.00)	118.9%
Paid Student Trips	-	-	-	-	-	-	-	-	-	-	-	14,000.00	14,000.00	0.0%
Summer School Trans Fees	-	-	-	-	-	-	-	-	19,950.00	6,000.00	25,950.00	15,000.00	(10,950.00)	173.0%
SPED Trans Fees Other LEAs	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Interest	25,479.12	24,400.74	23,095.73	38,789.62	46,845.90	44,286.88	33,095.10	29,770.21	59,550.93	58,757.34	384,071.57	139,500.00	(244,571.57)	275.3%
Admissions - Athletic	-	-	-	-	-	-	-	-	-	-	-	1,000.00	1,000.00	0.0%
Admissions - Other	-	-	-	304.75	-	686.00	-	-	-	-	990.75	-	(990.75)	No Bud
After School Activities	-	-	12,010.00	4,738.00	3,895.00	10,536.00	1,910.00	3,035.00	11,749.00	879.00	48,752.00	25,000.00	(23,752.00)	195.0%
Technology Fee	4,785.00	17,871.84	3,418.61	1,627.58	675.80	3,318.74	3,267.52	2,905.29	2,498.59	2,386.11	42,755.08	44,990.00	2,234.92	95.0%
PE Uniform/Lock Fee	447.00	1,261.00	(731.00)	-	23.00	15.00	75.00	52.00	64.00	18.00	1,224.00	6,000.00	4,776.00	20.4%
Fine Arts Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Graduation Fee	234.00	351.00	97.50	69.15	47.85	58.50	78.00	156.00	195.00	136.50	1,423.50	4,000.00	2,576.50	35.6%
Sprague Class Project Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Half Day Class Project Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Field Trip Fees	-	1,462.40	6,092.00	2,457.25	2,862.40	687.50	350.55	750.30	4,193.75	7,753.85	26,610.00	25,000.00	(1,610.00)	106.4%
Sale of Athletic Wear	-	-	100.00	-	-	-	-	-	-	-	100.00	1,000.00	900.00	10.0%
103 Club Fees	3,930.00	4,997.50	114,878.48	94,182.63	70,793.56	77,480.25	72,254.09	106,076.66	75,783.84	93,844.75	714,221.76	565,000.00	(149,221.76)	126.4%
Student ID Fees/Fines	-	20.00	130.00	70.00	65.00	15.00	25.00	55.00	25.00	40.00	445.00	500.00	55.00	89.0%
Library Fees/Fines	(48.79)	-	47.90	26.70	68.53	55.15	33.10	64.46	107.43	12.79	367.27	500.00	132.73	73.5%
Athletic Fees	-	550.00	2,225.00	850.00	1,250.00	525.00	1,050.00	25.00	1,575.00	1,500.00	9,550.00	8,000.00	(1,550.00)	119.4%
Band/Orchestra/Choir	2,050.00	9,425.00	4,275.00	2,175.00	250.00	350.00	675.00	1,300.00	1,175.00	375.00	22,050.00	35,000.00	12,950.00	63.0%
Textbook Fees	20,184.27	56,220.63	7,398.93	17,108.30	3,096.54	4,575.94	6,953.64	2,243.84	4,599.17	3,135.68	125,516.94	324,232.00	198,715.06	38.7%
PTO/Foundation Donations	3,913.87	-	-	2,750.04	-	2,149.47	2,905.65	-	3,474.42	2,704.39	17,897.84	40,000.00	22,102.16	44.7%
Other Donations	1,000.00	-	12,977.61	-	440.00	-	95.20	-	-	1,100.00	15,612.81	10,000.00	(5,612.81)	156.1%
Misc. Donations	-	-	-	-	-	-	-	-	-	-	-	100.00	100.00	0.0%
Facility Rental	1,710.00	1,555.00	-	200.00	-	9,319.00	-	-	7,038.00	495.00	20,317.00	30,000.00	9,683.00	67.7%
Impact Fees	17,211.10	-	19,678.89	42,597.55	153,066.51	-	-	-	36,340.59	10,017.00	278,911.64	85,000.00	(193,911.64)	328.1%
Refunds from Prior Yr. Expenses	935.00	-	-	-	860.57	3,981.81	-	148.00	5,551.00	12.06	11,488.44	8,100.00	(3,388.44)	141.8%
Payment from other LEA's	-	-	-	-	-	-	-	-	-	-	-	385,000.00	385,000.00	0.0%
Camp Revenue	-	-	-	-	-	-	-	-	-	12,017.00	12,017.00	16,000.00	3,983.00	75.1%
Loredo Taft Revenue	-	-	-	-	195.00	41,827.50	312.00	(273.00)	-	-	42,061.50	33,000.00	(9,061.50)	127.5%
Other Local Revenue	1,549.36	-	563.02	936.80	253.00	105.85	288.00	142.00	3,090.50	3,167.00	10,095.53	21,100.00	11,004.47	47.8%
Local Revenue	382,730.85	1,059,562.92	10,695,007.61	664,920.93	570,750.91	235,667.63	245,066.76	165,008.65	343,528.03	259,389.45	14,621,633.74	30,183,602.00	15,561,968.26	48.4%
State Sources														
General State Aid	-	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	93,830.28	844,472.52	1,028,200.00	183,727.48	82.1%
Spec. Ed. Private Facility	-	-	33,657.91	-	-	-	-	12,284.49	-	11,901.75	57,844.15	90,000.00	32,155.85	64.3%
Spec. Ed. Extraordinary	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Spec. Ed. Personnel	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Spec. Ed. Orphanage	-	-	-	-	-	-	12,211.59	-	-	-	12,211.59	2,500.00	(9,711.59)	488.5%
Spec. Ed. Summer School	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Bilingual	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Transportation - Regular	-	-	96,438.40	-	-	-	106,169.11	-	-	104,126.15	306,733.66	280,000.00	(26,733.66)	109.5%
Transportation - Spec. Ed.	-	-	95,186.60	-	-	-	77,319.26	-	-	75,095.55	247,601.41	280,000.00	32,398.59	88.4%
Orphanage Tuition	-	-	-	-	-	37,354.02	12,341.00	-	-	32,438.00	82,133.02	28,500.00	(53,633.02)	288.2%
Library Per Capital Grant	-	-	-	-	-	-	-	-	-	-	-	1,000.00	1,000.00	0.0%
Other State Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
State Revenue	-	93,830.28	319,113.19	93,830.28	93,830.28	143,395.89	301,944.14	93,830.28	93,830.28	317,391.73	1,550,996.35	1,710,200.00	159,203.65	90.7%
Federal Sources														

Revenue Report
4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Received
Special Milk Program	3,256.59	-	-	3,431.64	2,416.43	-	3,563.59	1,707.01	-	3,579.82	17,955.08	12,000.00	(5,955.08)	149.6%
Title I - Low Income	-	1,947.00	-	-	-	-	15,940.00	-	-	8,435.00	26,322.00	33,000.00	6,678.00	79.8%
IDEA Preschool	-	153.00	-	-	5,439.00	-	-	-	631.00	-	6,223.00	7,000.00	777.00	88.9%
IDEA Flow Through	-	6,325.00	-	-	51,448.00	-	-	-	146,130.00	-	203,903.00	220,000.00	16,097.00	92.7%
IDEA Room & Board	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Title III - LIPLP	-	2,000.00	-	-	-	-	6,250.00	-	-	7,250.00	15,500.00	12,500.00	(3,000.00)	124.0%
Title II - Teacher Quality	-	-	4,546.00	-	-	-	460.00	-	-	11,018.00	16,024.00	20,000.00	3,976.00	80.1%
Medicaid Reimbursement	-	-	-	-	7,150.36	-	-	-	-	-	7,150.36	20,000.00	12,849.64	35.8%
Federal Revenue	3,256.59	10,425.00	4,546.00	3,431.64	66,453.79	-	26,213.59	1,707.01	146,761.00	30,282.82	293,077.44	324,500.00	31,422.56	90.3%
Subtotal All Funds	385,987.44	1,163,818.20	11,018,666.80	762,182.85	731,034.98	379,063.52	573,224.49	260,545.94	584,119.31	607,064.00	16,465,707.53	32,218,302.00	15,752,594.47	51.1%
"On Behalf"/Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total All Funds	385,987.44	1,163,818.20	11,018,666.80	762,182.85	731,034.98	379,063.52	573,224.49	260,545.94	584,119.31	607,064.00	16,465,707.53	32,218,302.00	15,752,594.47	51.1%

Expenditure Report
4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Expended
Education Fund														
Salaries														
Admin Salaries	129,226.34	136,554.31	135,052.40	134,856.47	135,703.32	135,276.59	134,884.73	136,185.08	137,587.27	137,958.87	1,353,285.38	1,644,138	290,852.62	82.3%
Teacher Salaries	1,020,927.63	1,011,819.74	1,077,381.55	1,075,363.17	1,072,213.40	1,071,359.76	1,073,667.82	1,072,950.74	1,075,106.34	1,074,389.84	10,625,179.99	13,086,500	2,461,320.01	81.2%
Extra Duty Stipends	41,408.97	65,380.45	9,207.95	35,685.05	80,831.58	65,326.70	59,993.35	34,604.64	19,713.36	83,636.06	495,788.11	565,810	70,021.89	87.6%
Classified Salaries	185,997.06	184,804.84	249,542.09	254,322.09	249,860.36	255,618.80	253,880.79	254,389.50	256,720.29	253,882.80	2,399,018.62	2,993,165	594,146.38	80.1%
Substitutes	3,508.89	9,958.89	51,376.86	51,795.91	40,267.58	34,522.67	31,280.50	37,779.70	37,153.78	52,994.74	350,639.52	405,200	54,560.48	86.5%
Salaries Total	1,381,068.89	1,408,518.23	1,522,560.85	1,552,022.69	1,578,876.24	1,562,104.52	1,553,707.19	1,535,909.66	1,526,281.04	1,602,862.31	15,223,911.62	18,694,813	3,470,901.38	81.4%
Benefits														
TRS	32,674.99	37,907.93	34,031.16	34,466.32	42,159.92	34,645.70	34,611.06	33,569.55	31,525.29	32,828.20	348,420.12	392,950	44,529.88	88.7%
TRS ERO Payments	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Medical Insurance	197,719.51	197,462.99	237,833.41	222,152.94	220,435.18	216,335.95	216,998.52	215,993.70	221,555.03	216,803.01	2,163,290.24	2,546,906	383,615.76	84.9%
Life Insurance	3,386.78	3,906.00	3,487.56	4,347.77	3,339.82	3,334.02	3,380.24	3,024.02	3,246.72	3,239.12	34,692.05	47,100	12,407.95	73.7%
Retiree Insurance	6,618.85	10,150.01	10,689.85	8,991.59	5,537.45	29,338.89	8,303.86	13,825.50	13,782.71	17,332.34	124,571.05	196,840	72,268.95	63.3%
Tuition Reimbursement	-	12,020.00	430.00	7,500.00	-	2,780.00	2,115.00	13,234.00	1,719.33	4,200.00	43,998.33	65,500	21,501.67	67.2%
Post-Retirement Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Benefits Total	240,400.13	261,446.93	286,471.98	277,458.62	271,472.37	286,434.56	265,408.68	279,646.77	271,829.08	274,402.67	2,714,971.79	3,249,296	534,324.21	83.6%
Purchased Services														
Professional Development	24,679.11	6,306.51	1,367.40	7,112.66	13,162.62	14,301.05	7,372.97	3,544.58	5,977.74	3,460.65	87,285.29	126,000	38,714.71	69.3%
Consultation/Workshops	1,434.30	45,298.60	11,473.58	27,105.13	16,065.53	132,463.67	14,330.18	35,926.82	87,793.71	55,775.90	427,667.42	383,500	(44,167.42)	111.5%
Data Processing	619.64	469.04	590.39	567.22	658.66	690.22	612.48	500.33	485.28	595.91	5,789.17	12,000	6,210.83	48.2%
Auditing Services	-	-	11,000.00	-	-	-	7,650.00	-	-	-	18,650.00	18,500	(150.00)	100.8%
Legal Services	-	3,619.58	2,050.39	6,651.67	1,044.23	11,626.59	2,968.76	1,007.05	3,814.50	4,997.62	37,780.39	75,000	37,219.61	50.4%
Other Professional Services	-	530.00	2,660.03	4,083.38	2,232.00	2,528.65	1,474.53	765.57	825.20	3,419.05	18,518.41	35,000	16,481.59	52.9%
Sanitation Services	1,117.39	2,331.39	937.39	1,585.39	937.39	1,027.39	937.39	-	1,874.78	1,080.34	11,828.85	16,000	4,171.15	73.9%
Rentals	4,855.81	12,183.67	11,437.35	9,461.29	8,459.53	15,390.91	12,852.31	10,878.98	12,725.37	11,399.42	109,644.64	129,750	20,105.36	84.5%
Travel	2,538.56	468.00	677.58	2,584.94	(170.00)	(1,634.79)	843.11	1,373.11	997.18	1,645.30	9,322.99	20,700	11,377.01	45.0%
Telephone	10,790.61	10,580.25	10,565.80	11,018.72	11,032.99	7,226.89	23,874.22	15,491.50	15,794.97	16,174.52	132,550.47	141,000	8,449.53	94.0%
Postage	2,000.00	2,000.00	1,092.27	-	-	(7.00)	1,092.27	-	3,592.27	9,769.81	13,000	13,000	3,230.19	75.2%
Printing Services	-	1,490.30	2,998.20	409.61	-	-	2,829.33	-	-	512.80	8,240.24	7,500	(740.24)	109.9%
Water/Sewer Services	2,205.25	1,316.40	2,545.96	2,256.99	1,760.80	2,276.80	1,736.95	1,673.76	1,775.67	2,049.94	19,598.52	27,000	7,401.48	72.6%
Other Insurance	244,151.75	1,252.75	1,877.25	1,334.00	1,639.00	1,334.75	1,191.00	1,191.00	1,322.75	2,159.10	257,453.35	287,000	29,546.65	89.7%
Other Purchased Services	10,958.00	5,455.00	4,309.50	12,108.74	3,582.19	4,140.00	7,055.30	10,164.72	55,698.81	3,644.76	117,117.02	166,000	48,882.98	70.6%
Service Agreements	146,032.61	129,713.71	27,209.10	31,921.92	14,215.73	(3,222.42)	11,787.00	52,114.12	22,238.07	12,682.60	444,692.44	485,350	40,657.56	91.6%
Purchased Services Total	451,383.03	223,015.20	92,792.19	118,201.66	74,620.67	188,142.71	98,607.80	134,631.54	211,324.03	123,190.18	1,715,909.01	1,943,300	227,390.99	88.3%
Supplies														
General Supplies	12,803.25	38,928.29	50,457.88	24,516.33	13,460.13	25,304.37	21,301.26	25,548.76	18,668.28	36,156.51	267,145.12	356,350	89,204.88	75.0%
Art Supplies	266.85	9,805.39	8,325.06	4,871.78	1,796.43	1,000.08	603.52	3,165.15	225.68	1,667.94	31,727.88	36,600	4,872.12	86.7%
Paper Supplies	-	31,757.66	-	11.79	-	-	-	-	-	-	31,769.45	36,500	4,730.55	87.0%
Spanish Supplies	-	1,142.18	23.74	111.90	312.12	19.99	353.70	139.95	22.78	-	2,126.36	6,500	4,373.64	32.7%
Student-Paid Supplies	2,773.97	8,455.84	1,271.21	1,912.30	1,378.12	1,804.12	2,395.55	1,382.34	(8,126.09)	16,129.77	29,377.13	29,800	422.87	98.6%
Science Supplies	-	6,442.21	5,009.17	1,402.52	1,281.87	433.19	300.19	1,324.31	100.74	2,008.04	18,302.24	23,000	4,697.76	79.6%
Social Studies Supplies	-	4,002.35	4,174.68	1,067.30	990.00	176.80	-	-	-	1,985.38	12,396.51	19,600	7,203.49	63.2%
English Language Arts Supplies	-	25,427.62	3,299.28	2,070.87	288.74	1,306.41	437.88	424.15	106.26	1,841.74	35,202.95	42,500	7,297.05	82.8%
Math Supplies	-	12,303.57	4,992.32	2,696.44	-	949.63	-	103.87	50.00	-	21,095.83	30,000	8,904.17	70.3%
Supplies - Other	2,536.08	24,220.08	17,500.70	7,887.17	2,366.26	(3,841.91)	250.96	1,490.31	575.50	11,385.37	64,370.52	86,145	21,774.48	74.7%
Textbooks	10,820.49	56,044.74	60,099.08	7,730.16	2,914.52	18,574.63	28.10	972.72	879.56	(929.50)	157,134.50	178,000	20,865.50	88.3%
Library Books	1,683.17	460.87	7,132.98	1,770.34	3,638.90	3,653.01	2,783.12	5,521.24	2,657.63	2,438.73	31,739.99	36,100	4,360.01	87.9%
Periodicals	1,028.12	-	89.00	59.00	-	77.30	-	-	-	1,288.03	2,541.45	6,600	4,058.55	38.5%
Natural Gas	-	2,899.06	3,025.48	-	3,161.81	5,845.60	9,635.71	12,069.45	13,977.92	9,803.75	60,418.78	80,000	19,581.22	75.5%
Electricity	-	19,195.53	38,623.92	20,117.56	16,582.82	16,172.33	7,435.95	30,943.82	13,348.60	6,960.82	169,381.35	190,000	20,618.65	89.1%
Other Supplies	1,908.62	(650.00)	2,980.30	2,725.03	1,966.87	10,336.14	1,689.41	5,348.36	3,807.01	4,237.29	34,349.03	39,200	4,850.97	87.6%
Supplies Total	33,820.55	240,435.39	207,004.80	78,950.49	50,138.65	81,811.69	47,215.35	88,434.43	46,293.87	94,973.87	969,079.09	1,196,895	227,815.91	81.0%
Capital Outlay														
Other	-	518.00	(518.00)	-	-	-	-	-	-	-	-	6,000	6,000.00	0.0%
Dues and Fees														
Dues and Fees	7,757.00	24,919.85	4,293.95	(17,127.00)	1,685.00	1,665.00	850.00	1,440.00	2,940.40	799.95	29,224.15	35,700	6,475.85	81.9%
Tuition	-	12,339.62	21,476.15	15,738.24	-	35,288.90	13,449.22	62,723.69	24,263.91	34,070.21	219,349.94	375,000	155,650.06	58.5%
Miscellaneous Objects	4,543.00	-	-	-	-	180,563.00	-	-	136,883.00	-	321,989.00	226,000	(95,989.00)	142.5%
Other Total	12,300.00	37,259.47	25,770.10	(1,388.76)	1,685.00	217,516.90	14,299.22	64,163.69	164,087.31	34,870.16	570,563.09	636,700	66,136.91	89.6%
Non-Capitalized Equipment	5,303.75	111,058.23	25,100.76	2,232.00	-	-	-	26.99	-	3,216.20	146,937.93	138,000	(8,937.93)	106.5%
Termination Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud

Expenditure Report
4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Expended
Subtotal Education Fund	2,124,276.35	2,282,251.45	2,159,182.68	2,027,476.70	1,976,792.93	2,336,010.38	1,979,238.24	2,102,813.08	2,219,815.33	2,133,515.39	21,341,372.53	25,865,004	4,523,631.47	82.5%
"On-Behalf"/Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Education Fund	2,124,276.35	2,282,251.45	2,159,182.68	2,027,476.70	1,976,792.93	2,336,010.38	1,979,238.24	2,102,813.08	2,219,815.33	2,133,515.39	21,341,372.53	25,865,004	4,523,631.47	82.5%
Operations and Maintenance Fund														
Salaries														
Admin Salaries	9,864.06	9,864.06	9,864.06	9,864.06	9,864.05	9,864.05	9,864.05	9,864.05	9,864.05	9,864.05	98,640.54	119,500	20,859.46	82.5%
Classified Salaries	79,625.85	76,513.80	68,598.95	67,031.93	68,967.87	70,724.92	69,122.92	72,014.82	66,841.71	67,765.30	707,208.07	830,500	123,291.93	85.2%
Salaries Total	89,489.91	86,377.86	78,463.01	76,895.99	78,831.92	80,588.97	78,986.97	81,878.87	76,705.76	77,629.35	805,848.61	950,000	144,151.39	84.8%
Benefits														
Medical Insurance	13,591.82	14,367.13	14,485.05	14,485.05	14,485.05	14,485.05	14,785.05	14,785.05	14,485.05	14,485.05	144,439.35	153,050	8,610.65	94.4%
Life Insurance	83.60	76.40	108.92	93.44	85.84	89.64	76.24	83.56	70.16	70.16	837.96	1,600	762.04	52.4%
Retiree Insurance	1,550.62	1,550.62	1,654.52	827.26	827.26	-	-	-	-	-	6,410.28	15,000	8,589.72	42.7%
Benefits Total	15,226.04	15,994.15	16,248.49	15,405.75	15,398.15	14,574.69	14,861.29	14,868.61	14,555.21	14,555.21	151,687.59	169,650	17,962.41	89.4%
Purchased Services														
Professional Development	-	-	-	999.22	-	342.92	66.99	-	833.51	157.00	2,399.64	5,000	2,600.36	48.0%
Other Professional Services	645.88	72.36	-	168.00	(564.61)	1,564.57	255.59	1,937.09	99.00	881.04	5,058.92	15,000	9,941.08	33.7%
Snow Removal	-	-	-	-	-	-	-	3,710.50	-	-	3,710.50	8,000	4,289.50	46.4%
Rental of Equipment	3,003.94	746.00	746.00	746.00	746.00	921.00	921.00	569.00	1,273.00	9,036.00	18,707.94	25,000	6,292.06	74.8%
Property Upkeep Services	3,298.87	51,320.14	25,593.64	10,397.14	6,961.70	9,750.99	10,735.85	14,865.08	18,639.86	10,747.71	162,310.98	240,000	77,689.02	67.6%
Telephone	278.01	41.34	277.59	295.81	239.58	242.16	240.53	244.09	242.59	283.40	2,385.10	2,700	314.90	88.3%
Purchased Services Total	7,226.70	52,179.84	26,617.23	12,606.17	7,382.67	12,821.64	12,219.96	21,325.76	21,087.96	21,105.15	194,573.08	295,700	101,126.92	65.8%
Supplies														
General Supplies	3,618.53	15,790.14	17,892.07	12,028.65	12,801.57	15,997.85	10,535.52	10,575.00	7,336.25	9,835.16	116,410.74	143,500	27,089.26	81.1%
Fuel	312.87	309.54	470.98	318.77	393.75	323.42	310.57	408.56	972.70	447.61	4,268.77	7,000	2,731.23	61.0%
Supplies Total	3,931.40	16,099.68	18,363.05	12,347.42	13,195.32	16,321.27	10,846.09	10,983.56	8,308.95	10,282.77	120,679.51	150,500	29,820.49	80.2%
Capital Outlay	-	30,680.00	27,736.12	109,403.60	47,895.99	53,104.88	9,620.97	102,978.48	108,896.51	49,893.01	540,209.56	600,000	59,790.44	90.0%
Other														
Dues and Fees	-	-	75.00	-	-	-	1,300.00	-	350.00	-	1,725.00	1,300	(425.00)	132.7%
Other Total	-	-	75.00	-	-	-	1,300.00	-	350.00	-	1,725.00	1,300	(425.00)	132.7%
Non-Capitalized Equipment	-	1,049.00	-	5,278.98	-	-	-	-	-	-	6,327.98	5,000	(1,327.98)	126.6%
Subtotal O&M Fund	115,874.05	202,380.53	167,502.90	231,937.91	162,704.05	177,411.45	127,835.28	232,035.28	229,904.39	173,465.49	1,821,051.33	2,172,150	351,098.67	83.8%
Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total O&M Fund	115,874.05	202,380.53	167,502.90	231,937.91	162,704.05	177,411.45	127,835.28	232,035.28	229,904.39	173,465.49	1,821,051.33	2,172,150	351,098.67	83.8%
Debt Service Fund														
Purchased Services														
Other Professional Services	-	475.00	-	-	-	475.00	-	-	-	-	950.00	1,500	550.00	63.3%
Purchased Services Total	-	475.00	-	-	-	475.00	-	-	-	-	950.00	1,500	550.00	63.3%
Other														
Principal	9,111.59	47,361.23	-	270,000.00	180,000.00	-	-	-	-	-	506,472.82	683,000	176,527.18	74.2%
Interest	932.03	3,156.33	75,038.75	22,218.75	106,056.25	-	-	-	75,038.75	19,118.75	301,559.61	405,100	103,540.39	74.4%
Other Total	10,043.62	50,517.56	75,038.75	292,218.75	286,056.25	-	-	-	75,038.75	19,118.75	808,032.43	1,088,100	280,067.57	74.3%
Subtotal Debt Service Fund	10,043.62	50,992.56	75,038.75	292,218.75	286,056.25	475.00	-	-	75,038.75	19,118.75	808,982.43	1,089,600	280,617.57	74.2%
Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Debt Service Fund	10,043.62	50,992.56	75,038.75	292,218.75	286,056.25	475.00	-	-	75,038.75	19,118.75	808,982.43	1,089,600	280,617.57	74.2%
Transportation Fund														
Salaries														
Admin Salaries	8,322.61	8,322.61	8,322.61	8,322.61	8,322.62	8,322.62	8,322.62	8,322.62	8,322.62	8,322.62	83,226.16	100,600	17,373.84	82.7%
Classified Salaries	54,896.18	55,738.65	82,019.30	79,834.88	83,871.93	87,491.95	77,946.59	78,118.26	77,143.13	86,959.61	764,020.48	882,000	117,979.52	86.6%
Salaries Total	63,218.79	64,061.26	90,341.91	88,157.49	92,194.55	95,814.57	86,269.21	86,440.88	85,465.75	95,282.23	847,246.64	982,600	135,353.36	86.2%
Benefits														
Transp. IMRF/SS/Medicare	2,149.41	2,149.41	2,148.71	2,148.71	2,148.71	2,148.71	2,001.98	2,001.98	2,001.98	2,001.98	20,901.58	23,690	2,788.42	88.2%
Medical Insurance	19,367.36	19,367.36	22,348.48	22,312.09	23,731.32	22,981.51	21,569.89	22,407.69	21,719.48	21,666.68	217,471.86	262,500	45,028.14	82.8%
Life Insurance	263.18	276.18	269.89	111.29	83.89	115.09	150.09	58.07	115.00	90.33	1,533.01	2,100	566.99	73.0%
Retiree Insurance	-	-	-	-	-	-	-	-	-	-	-	4,360	4,360.00	0.0%
Benefits Total	21,779.95	21,792.95	24,767.08	24,572.09	25,963.92	25,245.31	23,721.96	24,467.74	23,836.46	23,758.99	239,906.45	292,650	52,743.55	82.0%
Purchased Services														
Professional Development	31.12	0	0	840	0	1560.84	0	0	0	90	2,521.96	3,000	478.04	84.1%
Other Professional Services	941.03	7446.5	765.53	0	3242.48	128.86	0	6318.9	12145.84	4495.54	35,484.68	35,000	(484.68)	101.4%
Rentals	284749	0	0	0	0	0	0	0	0	0	284,749.00	284,749	-	100.0%
Property Upkeep Services	413.5	2667.64	5243.74	4406.61	3414.3	6979.21	7349.89	17231.72	0	0	47,706.61	40,000	(7,706.61)	119.3%
Pupil Transportation Services	0	1586.2	956.8	1067.2	1212.1	956.8	802.7	3019.9	4760.8	4187.8	18,550.30	45,000	26,449.70	41.2%

Expenditure Report
4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Expended
Student-Paid Trips	0	0	0	0	0	412.29	0	0	0	0	412.29	1,500	1,087.71	27.5%
Telephone	41.34	278.01	41.2	79.21	79.21	79.43	79.43	79.43	79.43	41.48	878.17	500	(378.17)	175.6%
Other Purchased Services	250	649	2109	381	2274	583	250	1796	1011	0	9,303.00	7,000	(2,303.00)	132.9%
Service Agreements	-	5,836.74	30.63	-	-	1,886.16	-	-	-	936.69	8,690.22	20,000	11,309.78	43.5%
Purchased Services Total	286,425.99	18,464.09	9,146.90	6,774.02	10,222.09	12,586.59	8,482.02	28,445.95	17,997.07	9,751.51	408,296.23	436,749	28,452.77	93.5%
Supplies														
General Supplies	(293.30)	664.14	855.19	37.91	857.07	212.94	2,055.53	688.96	830.77	280.02	6,189.23	6,000	(189.23)	103.2%
Fuel	6,419.04	807.29	4,495.96	11,826.07	10,351.78	10,547.83	9,018.61	7,650.72	12,359.55	9,231.88	82,708.73	100,000	17,291.27	82.7%
Other Supplies	318.74	547.81	134.57	50.00	307.28	-	-	-	-	-	1,358.40	2,000	641.60	67.9%
Supplies Total	6,444.48	2,019.24	5,485.72	11,913.98	11,516.13	10,760.77	11,074.14	8,339.68	13,190.32	9,511.90	90,256.36	108,000	17,743.64	83.6%
Other														
Dues and Fees	-	-	-	909.50	2,211.16	(2,211.16)	-	-	130.00	25.00	1,064.50	1,000	(64.50)	106.5%
Other Total	-	-	-	909.50	2,211.16	(2,211.16)	-	-	130.00	25.00	1,064.50	1,000	(64.50)	106.5%
Non-Capitalized Equipment	-	-	-	-	-	-	-	1,748.54	-	223.00	1,971.54	2,000	28.46	98.6%
Subtotal Trans. Fund	377,869.21	106,337.54	129,741.61	132,327.08	142,107.85	142,196.08	129,547.33	149,442.79	140,619.60	138,552.63	1,588,741.72	1,822,999	234,257.28	87.1%
Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Trans. Fund	377,869.21	106,337.54	129,741.61	132,327.08	142,107.85	142,196.08	129,547.33	149,442.79	140,619.60	138,552.63	1,588,741.72	1,822,999	234,257.28	87.1%
Retirement Fund														
Benefits														
IMRF	40,174.37	40,070.98	51,183.94	51,642.36	51,978.53	54,611.64	45,347.85	45,231.39	44,357.34	45,346.55	469,944.95	525,600	55,655.05	89.4%
Social Security	24,491.80	24,260.77	30,380.65	30,451.92	30,895.64	32,514.71	31,217.52	31,076.97	30,402.85	31,447.53	297,140.36	372,500	75,359.64	79.8%
Medicare	16,866.29	17,289.34	17,875.55	18,244.10	18,640.01	18,176.58	18,124.35	17,921.99	17,788.08	18,890.84	179,817.13	226,600	46,782.87	79.4%
Benefits Total	81,532.46	81,621.09	99,440.14	100,338.38	101,514.18	105,302.93	94,689.72	94,230.35	92,548.27	95,684.92	946,902.44	1,124,700	177,797.56	84.2%
Subtotal Retirement Fund	81,532.46	81,621.09	99,440.14	100,338.38	101,514.18	105,302.93	94,689.72	94,230.35	92,548.27	95,684.92	946,902.44	1,124,700	177,797.56	84.2%
Total Retirement Fund	81,532.46	81,621.09	99,440.14	100,338.38	101,514.18	105,302.93	94,689.72	94,230.35	92,548.27	95,684.92	946,902.44	1,124,700	177,797.56	84.2%
Capital Projects Fund														
Capital Outlay														
Building Improvements	-	20,842.01	99,861.50	16,066.92	-	-	-	-	14,428.50	31,708.82	182,907.75	-	(182,907.75)	No Bud
Site Improvements	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Capital Outlay Total	-	20,842.01	99,861.50	16,066.92	-	-	-	-	14,428.50	31,708.82	182,907.75	-	(182,907.75)	No Bud
Subtotal Cap. Projects Fund	-	20,842.01	99,861.50	16,066.92	-	-	-	-	14,428.50	31,708.82	182,907.75	-	(182,907.75)	No Bud
Transfers/Other Uses	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total Cap. Projects Fund	-	20,842.01	99,861.50	16,066.92	-	-	-	-	14,428.50	31,708.82	182,907.75	-	(182,907.75)	No Bud
All Funds														
Salaries														
Admin Salaries	147,413.01	154,740.98	153,239.07	153,043.14	153,889.99	153,463.26	153,071.40	154,371.75	155,773.94	156,145.54	1,535,152.08	1,864,238	329,085.92	82.3%
Teacher Salaries	1,020,927.63	1,011,819.74	1,077,381.55	1,075,363.17	1,072,213.40	1,071,359.76	1,073,667.82	1,072,950.74	1,075,106.34	1,074,389.84	10,625,179.99	13,086,500	2,461,320.01	81.2%
Extra Duty Stipends	41,408.97	65,380.45	9,207.95	35,685.05	80,831.58	65,326.70	59,993.35	34,604.64	19,713.36	83,636.06	495,788.11	565,810	70,021.89	87.6%
Classified Salaries	320,519.09	317,057.29	400,160.34	401,188.90	402,700.16	413,835.67	400,950.30	404,522.58	400,705.13	408,607.71	3,870,247.17	4,705,665	835,417.83	82.2%
Substitutes	3,508.89	9,958.89	51,376.86	51,795.91	40,267.58	34,522.67	31,280.50	37,779.70	37,153.78	52,994.74	350,639.52	405,200	54,560.48	86.5%
Salaries Total	1,533,777.59	1,558,957.35	1,691,365.77	1,717,076.17	1,749,902.71	1,738,508.06	1,718,963.37	1,704,229.41	1,688,452.55	1,775,773.89	16,877,066.87	20,627,413	3,750,406.13	81.8%
Benefits														
Transp. IMRF/SS/Medicare	2,149.41	2,149.41	2,148.71	2,148.71	2,148.71	2,148.71	2,001.98	2,001.98	2,001.98	2,001.98	20,901.58	23,690	2,788.42	88.2%
TRS	32,674.99	37,907.93	34,031.16	34,466.32	42,159.92	34,645.70	34,611.06	33,569.55	31,525.29	32,828.20	348,420.12	392,950	44,529.88	88.7%
IMRF	40,174.37	40,070.98	51,183.94	51,642.36	51,978.53	54,611.64	45,347.85	45,231.39	44,357.34	45,346.55	469,944.95	525,600	55,655.05	89.4%
Social Security	24,491.80	24,260.77	30,380.65	30,451.92	30,895.64	32,514.71	31,217.52	31,076.97	30,402.85	31,447.53	297,140.36	372,500	75,359.64	79.8%
Medicare	16,866.29	17,289.34	17,875.55	18,244.10	18,640.01	18,176.58	18,124.35	17,921.99	17,788.08	18,890.84	179,817.13	226,600.00	46,782.87	79.4%
TRS ERO Payments	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Medical Insurance	230,678.69	231,197.48	274,666.94	258,950.08	258,651.55	253,802.51	253,353.46	253,186.44	257,759.56	252,954.74	2,525,201.45	2,962,456	437,254.55	85.2%
Life Insurance	3,733.56	4,258.58	3,866.37	4,552.50	3,509.55	3,538.75	3,606.57	3,165.65	3,431.88	3,399.61	37,063.02	50,800	13,736.98	73.0%
Retiree Insurance	8,169.47	11,700.63	12,344.37	9,818.85	6,364.71	29,338.89	8,303.86	13,825.50	13,782.71	17,332.34	130,981.33	216,200.00	85,218.67	60.6%
Tuition Reimbursement	-	12,020.00	430.00	7,500.00	-	2,780.00	2,115.00	13,234.00	1,719.33	4,200.00	43,998.33	65,500	21,501.67	67.2%
Post-Retirement Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Benefits Total	358,938.58	380,855.12	426,927.69	417,774.84	414,348.62	431,557.49	398,681.65	413,213.47	402,769.02	408,401.79	4,053,468.27	4,836,296	782,827.73	83.8%
Purchased Services														
Professional Development	24,710.23	6,306.51	1,367.40	8,951.88	13,162.62	16,204.81	7,439.96	3,544.58	6,811.25	3,707.65	92,206.89	134,000	41,793.11	68.8%
Consultation/Workshops	1,434.30	45,298.60	11,473.58	27,105.13	16,065.53	132,463.67	14,330.18	35,926.82	87,793.71	55,775.90	427,667.42	383,500	(44,167.42)	111.5%
Data Processing	619.64	469.04	590.39	567.22	658.66	690.22	612.48	500.33	485.28	595.91	5,789.17	12,000	6,210.83	48.2%
Auditing Services	-	-	11,000.00	-	-	-	7,650.00	-	-	-	18,650.00	18,500	(150.00)	100.8%
Legal Services	-	3,619.58	2,050.39	6,651.67	1,044.23	11,626.59	2,968.76	1,007.05	3,814.50	4,997.62	37,780.39	75,000	37,219.61	50.4%
Other Professional Services	1,586.91	8,523.86	3,425.56	4,251.38	4,909.87	4,697.08	1,730.12	9,021.56	13,070.04	8,795.63	60,012.01	86,500	26,487.99	69.4%

Expenditure Report
4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD July	MTD August	MTD September	MTD October	MTD November	MTD December	MTD January	MTD February	MTD March	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Expended
Sanitation Services	1,117.39	2,331.39	937.39	1,585.39	937.39	1,027.39	937.39	-	1,874.78	1,080.34	11,828.85	16,000	4,171.15	73.9%
Snow Removal	-	-	-	-	-	-	-	3,710.50	-	-	3,710.50	8,000	4,289.50	46.4%
Rentals	292,608.75	12,929.67	12,183.35	10,207.29	9,205.53	16,311.91	13,773.31	11,447.98	13,998.37	20,435.42	413,101.58	439,499	26,397.42	94.0%
Property Upkeep Services	3,712.37	53,987.78	30,837.38	14,803.75	10,376.00	16,730.20	18,085.74	32,096.80	18,639.86	10,747.71	210,017.59	280,000	69,982.41	75.0%
Pupil Transportation Services	-	1,586.20	956.80	1,067.20	1,212.10	956.80	802.70	3,019.90	4,760.80	4,187.80	18,550.30	45,000	26,449.70	41.2%
Travel	2,538.56	468.00	677.58	2,584.94	(170.00)	(1,634.79)	843.11	1,373.11	997.18	1,645.30	9,322.99	20,700	11,377.01	45.0%
Student-Paid Trips	-	-	-	-	412.29	-	-	-	-	-	412.29	1,500	1,087.71	27.5%
Telephone	11,109.96	10,899.60	10,884.59	11,393.74	11,351.78	7,548.48	24,194.18	15,815.02	16,116.99	16,499.40	135,813.74	144,200	8,386.26	94.2%
Postage	2,000.00	2,000.00	1,092.27	-	-	(7.00)	1,092.27	-	-	3,592.27	9,769.81	13,000	3,230.19	75.2%
Printing Services	-	1,490.30	2,998.20	409.61	-	-	2,829.33	-	-	512.80	8,240.24	7,500	(740.24)	109.9%
Water/Sewer Services	2,205.25	1,316.40	2,545.96	2,256.99	1,760.80	2,276.80	1,736.95	1,673.76	1,775.67	2,049.94	19,598.52	27,000	7,401.48	72.6%
Other Insurance	244,151.75	1,252.75	1,877.25	1,334.00	1,639.00	1,334.75	1,191.00	1,191.00	1,322.75	2,159.10	257,453.35	287,000.00	29,546.65	89.7%
Other Purchased Services	11,208.00	6,104.00	6,418.50	12,489.74	5,856.19	4,723.00	7,305.30	11,960.72	56,709.81	3,644.76	126,420.02	173,000	46,579.98	73.1%
Service Agreements	146,032.61	135,550.45	27,239.73	31,921.92	14,215.73	(1,336.26)	11,787.00	52,114.12	22,238.07	13,619.29	453,382.66	505,350	51,967.34	89.7%
Purchased Services Total	745,035.72	294,134.13	128,556.32	137,581.85	92,225.43	214,025.94	119,309.78	184,403.25	250,409.06	154,046.84	2,319,728.32	2,677,249	357,520.68	86.6%
Supplies														
General Supplies	16,128.48	55,382.57	69,205.14	36,582.89	27,118.83	41,515.16	33,892.31	36,812.72	26,835.30	46,271.69	389,745.09	505,850	116,104.91	77.0%
Art Supplies	266.85	9,805.39	8,325.06	4,871.78	1,796.43	1,000.08	603.52	3,165.15	225.68	1,667.94	31,727.88	36,600	4,872.12	86.7%
Paper Supplies	-	31,757.66	-	11.79	-	-	-	-	-	-	31,769.45	36,500	4,730.55	87.0%
Spanish Supplies	-	1,142.18	23.74	111.90	312.12	19.99	353.70	139.95	22.78	-	2,126.36	6,500	4,373.64	32.7%
Student-Paid Supplies	2,773.97	8,455.84	1,271.21	1,912.30	1,378.12	1,804.12	2,395.55	1,382.34	(8,126.09)	16,129.77	29,377.13	29,800	422.87	98.6%
Science Supplies	-	6,442.21	5,009.17	1,402.52	1,281.87	433.19	300.19	1,324.31	100.74	2,008.04	18,302.24	23,000	4,697.76	79.6%
Social Studies Supplies	-	4,002.35	4,174.68	1,067.30	990.00	176.80	-	-	-	1,985.38	12,396.51	19,600	7,203.49	63.2%
English Language Arts Supplies	-	25,427.62	3,299.28	2,070.87	288.74	1,306.41	437.88	424.15	106.26	1,841.74	35,202.95	42,500	7,297.05	82.8%
Math Supplies	-	12,303.57	4,992.32	2,696.44	-	949.63	-	103.87	50.00	-	21,095.83	30,000	8,904.17	70.3%
Supplies - Other	2,536.08	24,220.08	17,500.70	7,887.17	2,366.26	(3,841.91)	250.96	1,490.31	575.50	11,385.37	64,370.52	86,145	21,774.48	74.7%
Textbooks	10,820.49	56,044.74	60,099.08	7,730.16	2,914.52	18,574.63	28.10	972.72	879.56	(929.50)	157,134.50	178,000	20,865.50	88.3%
Library Books	1,683.17	460.87	7,132.98	1,770.34	3,638.90	3,653.01	2,783.12	5,521.24	2,657.63	2,438.73	31,739.99	36,100	4,360.01	87.9%
Periodicals	1,028.12	-	89.00	-	77.30	-	-	-	-	1,288.03	2,541.45	6,600	4,058.55	38.5%
Fuel	6,731.91	1,116.83	4,966.94	12,144.84	10,745.53	10,871.25	9,329.18	8,059.28	13,332.25	9,679.49	86,977.50	107,000	20,022.50	81.3%
Natural Gas	-	2,899.06	3,025.48	-	3,161.81	5,845.60	9,635.71	12,069.45	13,977.92	9,803.75	60,418.78	80,000	19,581.22	75.5%
Electricity	-	19,195.53	38,623.92	20,117.56	16,582.82	16,172.33	7,435.95	30,943.82	13,348.60	6,960.82	169,381.35	190,000	20,618.65	89.1%
Other Supplies	2,227.36	(102.19)	3,114.87	2,775.03	2,274.15	10,336.14	1,689.41	5,348.36	3,807.01	4,237.29	35,707.43	41,200	5,492.57	86.7%
Supplies Total	44,196.43	258,554.31	230,853.57	103,211.89	74,850.10	108,893.73	69,135.58	107,757.67	67,793.14	114,768.54	1,180,014.96	1,455,395	275,380.04	81.1%
Capital Outlay														
Capital Outlay	-	31,198.00	27,218.12	109,403.60	47,895.99	53,104.88	9,620.97	102,978.48	108,896.51	49,893.01	540,209.56	606,000	65,790.44	89.1%
Building Improvements	-	20,842.01	99,861.50	16,066.92	-	-	-	-	14,428.50	31,708.82	182,907.75	-	(182,907.75)	No Bud
Site Improvements	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Capital Outlay Total	-	52,040.01	127,079.62	125,470.52	47,895.99	53,104.88	9,620.97	102,978.48	123,325.01	81,601.83	723,117.31	606,000	(117,117.31)	119.3%
Other														
Principal	9,111.59	47,361.23	-	270,000.00	180,000.00	-	-	-	-	-	506,472.82	683,000	176,527.18	74.2%
Interest	932.03	3,156.33	75,038.75	22,218.75	106,056.25	-	-	-	75,038.75	19,118.75	301,559.61	405,100	103,540.39	74.4%
Dues and Fees	7,757.00	24,919.85	4,368.95	(16,217.50)	3,896.16	(546.16)	2,150.00	1,440.00	3,420.40	824.95	32,013.65	38,000	5,986.35	84.2%
Tuition	-	12,339.62	21,476.15	15,738.24	-	35,288.90	13,449.22	62,723.69	24,263.91	34,070.21	219,349.94	375,000	155,650.06	58.5%
Miscellaneous Objects	4,543.00	-	-	-	-	180,563.00	-	-	136,883.00	-	321,989.00	226,000	(95,989.00)	142.5%
Other Total	22,343.62	87,777.03	100,883.85	291,739.49	289,952.41	215,305.74	15,599.22	64,163.69	239,606.06	54,013.91	1,381,385.02	1,727,100	345,714.98	80.0%
Non-Capitalized Equipment	5,303.75	112,107.23	25,100.76	7,510.98	-	-	-	1,775.53	-	3,439.20	155,237.45	145,000	(10,237.45)	107.1%
Termination Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Subtotal All Funds	2,709,595.69	2,744,425.18	2,730,767.58	2,800,365.74	2,669,175.26	2,761,395.84	2,331,310.57	2,578,521.50	2,772,354.84	2,592,046.00	26,689,958.20	32,074,453	5,384,494.80	83.2%
"On-Behalf"/Transfers	-	-	-	-	-	-	-	-	-	-	-	-	-	No Bud
Total All Funds	2,709,595.69	2,744,425.18	2,730,767.58	2,800,365.74	2,669,175.26	2,761,395.84	2,331,310.57	2,578,521.50	2,772,354.84	2,592,046.00	26,689,958.20	32,074,453	5,384,494.80	83.2%

Revenue Report

% of Fiscal Year Complete: 83.3%

4/30/2019

	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Received
Education Fund					
Local Revenue	229,862.39	12,348,891.94	25,649,902	13,301,010.06	48.1%
State Revenue	138,170.03	996,661.28	1,150,200	153,538.72	86.7%
Federal Revenue	30,282.82	293,077.44	324,500	31,422.56	90.3%
Subtotal Education Fund	398,315.24	13,638,630.66	27,124,602	13,485,971.34	50.3%
"On Behalf"/Transfers	-	-	-	-	No Bud
Total Education Fund	398,315.24	13,638,630.66	27,124,602	13,485,971.34	50.3%
Operations & Maintenance Fund					
Local Revenue	14,645.80	921,582.42	1,578,100	656,517.58	58.4%
State Revenue	-	-	-	-	No Bud
Subtotal O & M Fund	14,645.80	921,582.42	1,578,100	656,517.58	58.4%
Transfers	-	-	-	-	No Bud
Total O&M Fund	14,645.80	921,582.42	1,578,100	656,517.58	58.4%
Debt Service Fund					
Local Revenue	34.48	163,460.50	358,500	195,039.50	45.6%
Subtotal Debt Service Fund	34.48	163,460.50	358,500	195,039.50	45.6%
Transfers	-	-	-	-	0.0%
Total Debt Service Fund	34.48	163,460.50	358,500	195,039.50	45.6%
Transportation Fund					
Local Revenue	11,695.05	653,468.14	1,394,100	740,631.86	46.9%
State Revenue	179,221.70	554,335.07	560,000	5,664.93	99.0%
Subtotal Transportation Fund	190,916.75	1,207,803.21	1,954,100	746,296.79	61.8%
Total Transportation Fund	190,916.75	1,207,803.21	1,954,100	746,296.79	61.8%
Retirement Fund					
Local Revenue	857.11	525,545.39	1,198,000	672,454.61	43.9%
Subtotal Retirement Fund	857.11	525,545.39	1,198,000	672,454.61	43.9%
Total Retirement Fund	857.11	525,545.39	1,198,000	672,454.61	43.9%
Capital Projects Fund					
Local Revenue	0.03	66.16	-	(66.16)	0.0%
Subtotal Cap. Projects Fund	0.03	66.16	-	(66.16)	0.0%
Transfers	-	-	-	-	No Bud
Total Cap. Projects Fund	0.03	66.16	-	(66.16)	0.0%
Working Cash Fund					
Local Revenue	2,294.59	8,619.19	5,000	(3,619.19)	No Bud
Subtotal Working Cash Fund	2,294.59	8,619.19	5,000	(3,619.19)	No Bud
Other Sources	-	-	-	-	No Bud
Total Working Cash Fund	2,294.59	8,619.19	5,000.00	(3,619.19)	No Bud
All Funds					
Local Revenue	259,389.45	14,621,633.74	30,183,602	15,561,968.26	48.4%
State Revenue	317,391.73	1,550,996.35	1,710,200	159,203.65	90.7%
Federal Revenue	30,282.82	293,077.44	324,500	31,422.56	90.3%
Subtotal All Funds	607,064.00	16,465,707.53	32,218,302	15,752,594.47	51.1%
"On Behalf"/Transfers	-	-	-	-	No Bud
Total All Funds	607,064.00	16,465,707.53	32,218,302	15,752,594.47	51.1%

Expenditure Report

4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Expensed
Education Fund					
Salaries	1,602,862.31	15,223,911.62	18,694,813.00	3,470,901.38	81.4%
Benefits	274,402.67	2,714,971.79	3,249,296.00	534,324.21	83.6%
Purchased Services	123,190.18	1,715,909.01	1,943,300.00	227,390.99	88.3%
Supplies	94,973.87	969,079.09	1,196,895.00	227,815.91	81.0%
Capital Outlay	-	-	6,000.00	6,000.00	0.0%
Other	34,870.16	570,563.09	636,700.00	66,136.91	89.6%
Non-Capitalized Equipment	3,216.20	146,937.93	138,000.00	(8,937.93)	106.5%
Termination Benefits	-	-	-	-	No Bud
Subtotal Education Fund	2,133,515.39	21,341,372.53	25,865,004.00	4,523,631.47	82.5%
"On Behalf"/Transfers	-	-	-	-	No Bud
Total Education Fund	2,133,515.39	21,341,372.53	25,865,004.00	4,523,631.47	82.5%
Operations and Maintenance Fund					
Salaries	77,629.35	805,848.61	950,000.00	144,151.39	84.8%
Benefits	14,555.21	151,687.59	169,650.00	17,962.41	89.4%
Purchased Services	21,105.15	194,573.08	295,700.00	101,126.92	65.8%
Supplies	10,282.77	120,679.51	150,500.00	29,820.49	80.2%
Capital Outlay	49,893.01	540,209.56	600,000.00	59,790.44	90.0%
Other	-	1,725.00	1,300.00	(425.00)	132.7%
Non-Capitalized Equipment	-	6,327.98	5,000.00	(1,327.98)	126.6%
Subtotal O&M Fund	173,465.49	1,821,051.33	2,170,850.00	349,798.67	83.9%
Transfers	-	-	-	-	No Bud
Total O&M Fund	173,465.49	1,821,051.33	2,170,850.00	349,798.67	83.9%
Debt Service Fund					
Purchased Services	-	950.00	1,500.00	550.00	63.3%
Other	19,118.75	808,032.43	1,088,100.00	280,067.57	74.3%
Subtotal Debt Service Fund	19,118.75	808,982.43	1,089,600.00	280,617.57	74.2%
Transfers	-	-	-	-	No Bud
Total Debt Service Fund	19,118.75	808,982.43	1,089,600.00	280,617.57	74.2%
Transportation Fund					
Salaries	95,282.23	847,246.64	982,600.00	135,353.36	86.2%
Benefits	23,758.99	239,906.45	292,650.00	52,743.55	82.0%
Purchased Services	9,751.51	408,296.23	436,749.00	28,452.77	93.5%
Supplies	9,511.90	90,256.36	108,000.00	17,743.64	83.6%
Other	25.00	1,064.50	1,000.00	(64.50)	106.5%
Non-Capitalized Equipment	223.00	1,971.54	2,000.00	28.46	98.6%
Subtotal Trans. Fund	138,552.63	1,588,741.72	1,822,999.00	234,257.28	87.1%
Transfers	-	-	-	-	No Bud
Total Trans. Fund	138,552.63	1,588,741.72	1,822,999.00	234,257.28	87.1%
Retirement Fund					
Benefits	95,684.92	946,902.44	1,124,700.00	177,797.56	84.2%
Subtotal Retirement Fund	95,684.92	946,902.44	1,124,700.00	177,797.56	84.2%
Total Retirement Fund	95,684.92	946,902.44	1,124,700.00	177,797.56	84.2%
Capital Projects Fund					
Capital Outlay	31,708.82	182,907.75	-	(182,907.75)	No Bud
Subtotal Cap. Projects Fund	31,708.82	182,907.75	-	(182,907.75)	No Bud
Transfers	-	-	-	-	No Bud
Total Cap. Projects Fund	31,708.82	182,907.75	-	(182,907.75)	No Bud
All Funds					
Salaries	1,775,773.89	16,877,006.87	20,627,413.00	3,750,406.13	81.8%
Benefits	408,401.79	4,053,468.27	4,836,296.00	782,827.73	83.8%
Purchased Services	154,046.84	2,319,728.32	2,677,249.00	357,520.68	86.6%

Expenditure Report

4/30/2019

% of Fiscal Year Complete: 83.3%

	MTD April	YTD Actual	Fiscal Year 2019 Final Budget	Budget Balance	% Budget Expensed
Supplies	114,768.54	1,180,014.96	1,455,395.00	275,380.04	81.1%
Capital Outlay	81,601.83	723,117.31	606,000.00	(117,117.31)	119.3%
Other	54,013.91	1,381,385.02	1,727,100.00	345,714.98	80.0%
Non-Capitalized Equipment	3,439.20	155,237.45	145,000.00	(10,237.45)	107.1%
Termination Benefits	-	-	-	-	No Bud
Subtotal All Funds	2,592,046.00	26,689,958.20	32,074,453.00	5,384,494.80	83.2%
"On Behalf"/Transfers	-	-	-	-	No Bud
Total All Funds	2,592,046.00	26,689,958.20	32,074,453.00	5,384,494.80	83.2%

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
 DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
 ALL FUNDS
 MONTH ENDED April 30, 2019

	10	20	30	40	50	60	70	10+20+40+50+70	
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	Total All Funds
REVENUES									
Local Sources									
Property Tax Receipts	-	-	-	-	-	-	-	-	-
CPPRT	23,655.62	-	-	-	-	-	-	23,655.62	23,655.62
Tuition - Full Day Kindergarten	7,122.36	-	-	-	-	-	-	7,122.36	7,122.36
Tuition - Summer School	24,260.00	-	-	-	-	-	-	24,260.00	24,260.00
Paid Student Trips	-	-	-	-	-	-	-	-	-
Summer School Trans Fees	-	-	-	6,000.00	-	-	-	6,000.00	6,000.00
SPED Trans Fees Other LEAs	-	-	-	-	-	-	-	-	-
Interest	45,909.28	3,966.80	34.48	5,695.05	857.11	0.03	2,294.59	58,722.83	58,757.34
Admissions - Athletic	-	-	-	-	-	-	-	-	-
Admissions - Other	-	-	-	-	-	-	-	-	-
After School Activities	879.00	-	-	-	-	-	-	879.00	879.00
Technology Fee	2,386.11	-	-	-	-	-	-	2,386.11	2,386.11
PE Uniform/Lock Fee	18.00	-	-	-	-	-	-	18.00	18.00
Fine Arts Fee	-	-	-	-	-	-	-	-	-
Graduation Fee	136.50	-	-	-	-	-	-	136.50	136.50
Sprague Class Project Fee	-	-	-	-	-	-	-	-	-
Half Day Class Project Fee	-	-	-	-	-	-	-	-	-
Field Trips	7,753.85	-	-	-	-	-	-	7,753.85	7,753.85
Sale of Athletic Wear	-	-	-	-	-	-	-	-	-
103 Club Fees	93,844.75	-	-	-	-	-	-	93,844.75	93,844.75
Student ID Fees/Fines	40.00	-	-	-	-	-	-	40.00	40.00
Library Fees/Fines	12.79	-	-	-	-	-	-	12.79	12.79
Athletic Fees	1,500.00	-	-	-	-	-	-	1,500.00	1,500.00
Band/Orchestra/Choir	375.00	-	-	-	-	-	-	375.00	375.00
Textbook Fees	3,135.68	-	-	-	-	-	-	3,135.68	3,135.68
PTO/Foundation Donations	2,704.39	-	-	-	-	-	-	2,704.39	2,704.39
Other Donations	1,100.00	-	-	-	-	-	-	1,100.00	1,100.00
Misc. Donations	-	-	-	-	-	-	-	-	-
Facility Rental	-	495.00	-	-	-	-	-	495.00	495.00
Impact Fees	-	10,017.00	-	-	-	-	-	10,017.00	10,017.00
Refunds from Prior Yr. Expenses	12.06	-	-	-	-	-	-	12.06	12.06
Payment from other LEA's	-	-	-	-	-	-	-	-	-
Camp Revenue	12,017.00	-	-	-	-	-	-	12,017.00	12,017.00
Loredo Taft Revenue	-	-	-	-	-	-	-	-	-
Other Local Revenue	3,000.00	167.00	-	-	-	-	-	3,167.00	3,167.00
Total Local Sources	229,862.39	14,645.80	34.48	11,695.05	857.11	0.03	2,294.59	259,354.94	259,389.45
State Sources									
General State Aid	93,830.28	-	-	-	-	-	-	93,830.28	93,830.28
Spec. Ed. Private Facility	11,901.75	-	-	-	-	-	-	11,901.75	11,901.75
Spec. Ed. Extraordinary	-	-	-	-	-	-	-	-	-

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LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED April 30, 2019

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	10	20	30	40	50	60	70	10+20+40+50+70	Total All Funds
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	
Spec. Ed. Personnel	-	-	-	-	-	-	-	-	-
Spec. Ed. Orphanage	-	-	-	-	-	-	-	-	-
Spec. Ed. Summer School	-	-	-	-	-	-	-	-	-
Bilingual	-	-	-	-	-	-	-	-	-
Transportation - Regular	-	-	-	104,126.15	-	-	-	104,126.15	104,126.15
Transportation - Spec. Ed.	-	-	-	75,095.55	-	-	-	75,095.55	75,095.55
Orphanage Tuition	32,438.00	-	-	-	-	-	-	32,438.00	32,438.00
Library Per Capital Grant	-	-	-	-	-	-	-	-	-
Other State Revenue	-	-	-	-	-	-	-	-	-
Total State Sources	138,170.03	-	-	179,221.70	-	-	-	317,391.73	317,391.73
Federal Sources									
Special Milk Program	3,579.82	-	-	-	-	-	-	3,579.82	3,579.82
Title I - Low Income	8,435.00	-	-	-	-	-	-	8,435.00	8,435.00
IDEA Preschool	-	-	-	-	-	-	-	-	-
IDEA Flow Through	-	-	-	-	-	-	-	-	-
IDEA Room & Board	-	-	-	-	-	-	-	-	-
Title III - LIP LEP	7,250.00	-	-	-	-	-	-	7,250.00	7,250.00
Title II - Teacher Quality	11,018.00	-	-	-	-	-	-	11,018.00	11,018.00
Medicaid Reimbursement	-	-	-	-	-	-	-	-	-
Total Federal Sources	30,282.82	-	-	-	-	-	-	30,282.82	30,282.82
Total Revenues	398,315.24	14,645.80	34.48	190,916.75	857.11	0.03	2,294.59	607,029.49	607,064.00
EXPENDITURES									
Salaries									
Admin Salaries	137,958.87	9,864.05	-	8,322.62	-	-	-	156,145.54	156,145.54
Teacher Salaries	1,074,389.84	-	-	-	-	-	-	1,074,389.84	1,074,389.84
Extra Duty Stipends	83,636.06	-	-	-	-	-	-	83,636.06	83,636.06
Classified Salaries	253,882.80	67,765.30	-	86,959.61	-	-	-	408,607.71	408,607.71
Substitutes	52,994.74	-	-	-	-	-	-	52,994.74	52,994.74
Total Salaries	1,602,862.31	77,629.35	-	95,282.23	-	-	-	1,775,773.89	1,775,773.89
Benefits									
Transp. IMRF/SS/Medicare	-	-	-	2,001.98	-	-	-	2,001.98	2,001.98
TRS	32,828.20	-	-	-	-	-	-	32,828.20	32,828.20
IMRF	-	-	-	-	45,346.55	-	-	45,346.55	45,346.55
Social Security	-	-	-	-	31,447.53	-	-	31,447.53	31,447.53
Medicare	-	-	-	-	18,890.84	-	-	18,890.84	18,890.84
TRS ERO Payments	-	-	-	-	-	-	-	-	-
Medical Insurance	216,803.01	14,485.05	-	21,666.68	-	-	-	252,954.74	252,954.74
Life Insurance	3,239.12	70.16	-	90.33	-	-	-	3,399.61	3,399.61
Retiree Insurance	17,332.34	-	-	-	-	-	-	17,332.34	17,332.34
Tuition Reimbursement	4,200.00	-	-	-	-	-	-	4,200.00	4,200.00

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
 DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
 ALL FUNDS
 MONTH ENDED April 30, 2019

224

	10	20	30	40	50	60	70	10+20+40+50+70	Total All Funds
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	
Post-Retirement Benefits	-	-	-	-	-	-	-	-	-
Total Benefits	274,402.67	14,555.21	-	23,758.99	95,684.92	-	-	408,401.79	408,401.79
Purchased Services									
Professional Development	3,460.65	157.00	-	90.00	-	-	-	3,707.65	3,707.65
Consultation/Workshops	55,775.90	-	-	-	-	-	-	55,775.90	55,775.90
Data Processing	595.91	-	-	-	-	-	-	595.91	595.91
Auditing Services	-	-	-	-	-	-	-	-	-
Legal Services	4,997.62	-	-	-	-	-	-	4,997.62	4,997.62
Other Professional Services	3,419.05	881.04	-	4,495.54	-	-	-	8,795.63	8,795.63
Sanitation Services	1,080.34	-	-	-	-	-	-	1,080.34	1,080.34
Snow Removal	-	-	-	-	-	-	-	-	-
Rentals	11,399.42	9,036.00	-	-	-	-	-	20,435.42	20,435.42
Property Upkeep Services	-	10,747.71	-	-	-	-	-	10,747.71	10,747.71
Pupil Transportation Services	-	-	-	4,187.80	-	-	-	4,187.80	4,187.80
Travel	1,645.30	-	-	-	-	-	-	1,645.30	1,645.30
Student-Paid Trips	-	-	-	-	-	-	-	-	-
Telephone	16,174.52	283.40	-	41.48	-	-	-	16,499.40	16,499.40
Postage	3,592.27	-	-	-	-	-	-	3,592.27	3,592.27
Printing Services	512.80	-	-	-	-	-	-	512.80	512.80
Water/Sewer Services	2,049.94	-	-	-	-	-	-	2,049.94	2,049.94
Other Insurance	2,159.10	-	-	-	-	-	-	2,159.10	2,159.10
Other Purchased Services	3,644.76	-	-	-	-	-	-	3,644.76	3,644.76
Service Agreements	12,682.60	-	-	936.69	-	-	-	13,619.29	13,619.29
Total Purchased Services	123,190.18	21,105.15	-	9,751.51	-	-	-	154,046.84	154,046.84
Supplies									
General Supplies	36,156.51	9,835.16	-	280.02	-	-	-	46,271.69	46,271.69
Art Supplies	1,667.94	-	-	-	-	-	-	1,667.94	1,667.94
Paper Supplies	-	-	-	-	-	-	-	-	-
Spanish Supplies	-	-	-	-	-	-	-	-	-
Student-Paid Supplies	16,129.77	-	-	-	-	-	-	16,129.77	16,129.77
Science Supplies	2,008.04	-	-	-	-	-	-	2,008.04	2,008.04
Social Studies Supplies	1,985.38	-	-	-	-	-	-	1,985.38	1,985.38
English Language Arts Supplies	1,841.74	-	-	-	-	-	-	1,841.74	1,841.74
Math Supplies	-	-	-	-	-	-	-	-	-
Supplies - Other	11,385.37	-	-	-	-	-	-	11,385.37	11,385.37
Textbooks	(929.50)	-	-	-	-	-	-	(929.50)	(929.50)
Library Books	2,438.73	-	-	-	-	-	-	2,438.73	2,438.73
Periodicals	1,288.03	-	-	-	-	-	-	1,288.03	1,288.03
Fuel	-	447.61	-	9,231.88	-	-	-	9,679.49	9,679.49
Natural Gas	9,803.75	-	-	-	-	-	-	9,803.75	9,803.75
Electricity	6,960.82	-	-	-	-	-	-	6,960.82	6,960.82
Other Supplies	4,237.29	-	-	-	-	-	-	4,237.29	4,237.29

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
DETAILED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED April 30, 2019

	10	20	30	40	50	60	70	10+20+40+50+70	
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	Total All Funds
Total Supplies	94,973.87	10,282.77	-	9,511.90	-	-	-	114,768.54	114,768.54
Capital Outlay									
Capital Outlay	-	49,893.01	-	-	-	-	-	49,893.01	49,893.01
Building Improvements	-	-	-	-	-	31,708.82	-	-	31,708.82
Site Improvements	-	-	-	-	-	-	-	-	-
Total Capital Outlay	-	49,893.01	-	-	-	31,708.82	-	49,893.01	81,601.83
Other									
Principal	-	-	-	-	-	-	-	-	-
Interest	-	-	19,118.75	-	-	-	-	-	19,118.75
Dues and Fees	799.95	-	-	25.00	-	-	-	824.95	824.95
Tuition	34,070.21	-	-	-	-	-	-	34,070.21	34,070.21
Miscellaneous Objects	-	-	-	-	-	-	-	-	-
Total Other	34,870.16	-	19,118.75	25.00	-	-	-	34,895.16	54,013.91
Total Non-Capitalized Equipment	3,216.20	-	-	223.00	-	-	-	3,439.20	3,439.20
Total Termination Benefits	-	-	-	-	-	-	-	-	-
Total Expenditures	2,133,515.39	173,465.49	19,118.75	138,552.63	95,684.92	31,708.82	-	2,541,218.43	2,592,046.00
Excess (deficiency) of revenues over expenditures	(1,735,200.15)	(158,819.69)	(19,084.27)	52,364.12	(94,827.81)	(31,708.79)	2,294.59	(1,934,188.94)	(1,984,982.00)
OTHER FINANCING SOURCES (USES)									
"On Behalf"/Transfers	-	-	-	-	-	-	-	-	-
Other Sources	-	-	-	-	-	-	-	-	-
Total other financing sources (uses)	-	-	-	-	-	-	-	-	-
Net changes in fund balances	(1,735,200.15)	(158,819.69)	(19,084.27)	52,364.12	(94,827.81)	(31,708.79)	2,294.59	(1,934,188.94)	(1,984,982.00)
Fund Balance: 03/31/2019	16,156,290.02	736,792.13	(434,133.80)	1,459,998.03	432,752.87	(14,406.78)	526,658.87	19,312,491.92	18,863,951.34
Fund Balance: 04/30/2019	\$ 14,421,089.87	\$ 577,972.44	\$ (453,218.07)	\$ 1,512,362.15	\$ 337,925.06	\$ (46,115.57)	\$ 528,953.46	\$ 17,378,302.98	\$ 16,878,969.34

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
SUMMARY STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
ALL FUNDS
MONTH ENDED April 30, 2019

	10 Education	20 Oper. & Maint.	30 Debt Services	40 Transportation	50 IMRF/SS	60 Capital Projects	70 Working Cash	10+20+40+50+70 Total Operating	Total All Funds
REVENUES									
Local Sources	229,862.39	14,645.80	34.48	11,695.05	857.11	0.03	2,294.59	259,354.94	259,389.45
State Sources	138,170.03	-	-	179,221.70	-	-	-	317,391.73	317,391.73
Federal Sources	30,282.82	-	-	-	-	-	-	30,282.82	30,282.82
Total Revenues	398,315.24	14,645.80	34.48	190,916.75	857.11	0.03	2,294.59	607,029.49	607,064.00
EXPENDITURES									
Salaries	1,602,862.31	77,629.35	-	95,282.23	-	-	-	1,775,773.89	1,775,773.89
Benefits	274,402.67	14,555.21	-	23,758.99	95,684.92	-	-	408,401.79	408,401.79
Purchased Services	123,190.18	21,105.15	-	9,751.51	-	-	-	154,046.84	154,046.84
Supplies	94,973.87	10,282.77	-	9,511.90	-	-	-	114,768.54	114,768.54
Capital Outlay	-	49,893.01	-	-	-	31,708.82	-	49,893.01	81,601.83
Other	34,870.16	-	19,118.75	25.00	-	-	-	34,895.16	54,013.91
Non-Capitalized Equip.	3,216.20	-	-	223.00	-	-	-	3,439.20	3,439.20
Termination Benefits	-	-	-	-	-	-	-	-	-
Total Expenditures	2,133,515.39	173,465.49	19,118.75	138,552.63	95,684.92	31,708.82	-	2,541,218.43	2,592,046.00
Excess (deficiency) of revenues over expenditures	(1,735,200.15)	(158,819.69)	(19,084.27)	52,364.12	(94,827.81)	(31,708.79)	2,294.59	(1,934,188.94)	(1,984,982.00)
OTHER FINANCING SOURCES (USES)									
Transfers	-	-	-	-	-	-	-	-	-
Other Sources	-	-	-	-	-	-	-	-	-
Total other financing sources (uses)	-	-	-	-	-	-	-	-	-
Net changes in fund balances	(1,735,200.15)	(158,819.69)	(19,084.27)	52,364.12	(94,827.81)	(31,708.79)	2,294.59	(1,934,188.94)	(1,984,982.00)
Fund Balance: 03/31/2019	16,156,290.02	736,792.13	(434,133.80)	1,459,998.03	432,752.87	(14,406.78)	526,658.87	19,312,491.92	18,863,951.34
Fund Balance: 04/30/2019	\$ 14,421,089.87	\$ 577,972.44	\$ (453,218.07)	\$ 1,512,362.15	\$ 337,925.06	\$ (46,115.57)	\$ 528,953.46	\$ 17,378,302.98	\$ 16,878,969.34

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

STATEMENT OF FINANCIAL POSITION

ALL FUNDS

MONTH ENDED April 30, 2019

	10	20	30	40	50	60	70		
	Education	Oper. & Maint.	Debt Services	Transportation	IMRF/SS	Capital Projects	Working Cash	Total Operating	Total All Funds
ASSETS									
US Bank - AP	547,475.72	3,120.88	(471,805.54)	106,278.57	2,704.55	(46,136.50)	233.39	659,813.11	141,871.07
US Bank - Payroll	15,112.88	1,417.80	-	1,356.49	-	-	-	17,887.17	17,887.17
US Bank - RevTrak	148,980.61	-	-	65,061.42	-	-	-	214,042.03	214,042.03
PMA - LIQ	1,707,708.19	17,157.73	-	21,136.85	526.24	2.34	9,519.63	1,756,048.64	1,756,050.98
PMA - MAX	1,993,046.34	16,857.97	18,587.47	167,623.10	313,523.23	15.50	1,165.77	2,492,216.41	2,510,819.38
PMA - Fixed Rate Investments	6,840,776.01	538,973.29	-	1,150,407.03	21,171.04	-	518,034.67	9,069,362.04	9,069,362.04
IIIT	20,182.35	-	-	-	-	-	-	20,182.35	20,182.35
Bank Financial	90,157.29	-	-	-	-	-	-	90,157.29	90,157.29
Fifth Third Securities	3,011,977.74	-	-	-	-	-	-	3,011,977.74	3,011,977.74
Imprest Fund	35,577.64	11.81	-	10.79	-	3.09	-	35,600.24	35,603.33
Petty Cash	500.00	-	-	-	-	-	-	500.00	500.00
TOTAL ASSETS	14,411,494.77	577,539.48	(453,218.07)	1,511,874.25	337,925.06	(46,115.57)	528,953.46	17,367,787.02	16,868,453.38
LIABILITIES & FUND BALANCE									
LIABILITIES									
Accounts Payable	2,141.26	(41.60)	-	(490.76)	-	-	-	1,608.90	1,608.90
Dental Insurance Payable	(1,446.58)	(391.36)	-	2.86	-	-	-	(1,835.08)	(1,835.08)
Flex Spending Account Payable	(10,289.78)	-	-	-	-	-	-	(10,289.78)	(10,289.78)
Tech Program Receivable	-	-	-	-	-	-	-	-	-
Total Liabilities	(9,595.10)	(432.96)	-	(487.90)	-	-	-	(10,515.96)	(10,515.96)
FUND BALANCE									
Fund Balance	14,421,089.87	577,972.44	(453,218.07)	1,512,362.15	337,925.06	(46,115.57)	528,953.46	17,378,302.98	16,878,969.34
Total Fund Balance	14,421,089.87	577,972.44	(453,218.07)	1,512,362.15	337,925.06	(46,115.57)	528,953.46	17,378,302.98	16,878,969.34
TOTAL LIABILITIES & FUND BALANCE	14,411,494.77	577,539.48	(453,218.07)	1,511,874.25	337,925.06	(46,115.57)	528,953.46	17,367,787.02	16,868,453.38

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103
TREASURER'S REPORT
4/30/2019

CASH BALANCE PER BOOKS

Educational Fund	14,411,494.77
Operations and Maintenance	577,539.48
Debt Service Fund	(453,218.07)
Transportation Fund	1,511,874.25
Retirement Fund	337,925.06
Capital Projects Fund	(46,115.57)
Working Cash Fund	<u>528,953.46</u>
TOTALS:	<u>\$ 16,868,453.38</u>

BANK BALANCES & INVESTMENTS

<u>US Bank - AP</u>	
Statement Balance	183,579.44
Less: Outstanding Checks	<u>41,708.37</u>
	\$ 141,871.07

<u>US Bank - Payroll</u>	
Statement Balance	23,404.74
Less: Outstanding Checks	<u>5,517.57</u>
	\$ 17,887.17

<u>US Bank - Other</u>	
RevTrak Account Balance	\$ 214,042.03
Imprest	39,171.33
Petty Cash	500.00
Less: Outstanding Imprest Checks	<u>3,568.00</u>
	250,145.36

TOTAL CASH 409,903.60

<u>PMA Financial Network</u>	
ISDLAF - LIQ	1,756,050.98
ISDLAF - MAX	2,510,819.38
Fixed Rate Investments	<u>9,069,362.04</u>
	\$ 13,336,232.40

<u>Other</u>	
Illinois Inst Investors Trust - CMF	20,182.35
Bank Financial - Money Market	90,157.29
Fifth Third Securities	<u>\$ 3,011,977.74</u>
	3,122,317.38

TOTAL INVESTMENTS 16,458,549.78

TOTALS: \$ 16,868,453.38

Certified by:



Patrick Palbicke, Treasurer

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

INVESTMENT PORTFOLIO

April 30, 2019

Investment Type	Settle Date	Maturity Date	# of Days	Institution	Cost	Rate
Money Market	4/30/2019	4/30/2019		Bank Finanacial MMKT	\$90,157.29	0.600%
Money Market	4/30/2019	4/30/2019		Illinois Portfolio, IIIT Class	\$20,182.35	2.460%
Money Market	4/30/2019	4/30/2019		Fifth Third Securities	\$41,977.74	2.290%
Money Market	4/30/2019	4/30/2019		ISDLAF+ LIQ Account	\$1,756,050.98	2.200%
Money Market	4/30/2019	4/30/2019		ISDLAF+ MAX Account	\$2,510,819.38	2.260%
Certificate of Deposit	6/8/2018	5/14/2019	340	BANK OF THE OZARKS	\$1,100,000.00	2.221%
Certificate of Deposit	5/19/2016	5/20/2019	1096	SOUTHSIDE BANK	\$241,900.00	1.080%
Certificate of Deposit	6/8/2018	5/29/2019	355	NEWBANK NA	\$244,500.00	2.243%
Certificate of Deposit	6/8/2018	5/29/2019	355	MAINSTREET BANK	\$244,600.00	2.241%
Certificate of Deposit	6/8/2018	5/29/2019	355	MISSION NATIONAL	\$244,600.00	2.241%
Certificate of Deposit	6/8/2018	5/29/2019	355	BANK LIEUMI USA	\$244,600.00	2.241%
Certificate of Deposit	6/8/2018	5/29/2019	355	CFG COMMUNITY BANK	\$121,700.00	2.241%
Security	6/5/2014	5/30/2019	1820	Federal Home Loan Mortgage Corporation Note	\$499,392.93	1.564%
Certificate of Deposit	6/8/2018	6/10/2019	367	ST CHARLES B&TC - WINTRUST	\$244,300.00	2.250%
Certificate of Deposit	6/8/2018	6/10/2019	367	WHEATON BANK AND TRUST	\$244,300.00	2.250%
Certificate of Deposit	6/15/2018	6/14/2019	364	PREMIER BANK	\$244,500.00	2.253%
Certificate of Deposit	12/11/2018	7/10/2019	211	BANK IZK	\$503,600.00	2.471%
Certificate of Deposit	12/11/2018	7/10/2019	211	MODERN BANK, NATIONAL ASSOCIATION	\$246,400.00	2.493%
Certificate of Deposit	8/22/2018	7/10/2019	322	SERVISFIRST BANK	\$244,900.00	2.300%
Certificate of Deposit	8/22/2018	7/10/2019	322	BANK OF CHINA	\$244,900.00	2.306%
Certificate of Deposit	8/22/2018	7/10/2019	322	GATEWAY COMMUNITY BANK	\$244,900.00	2.316%
Certificate of Deposit	8/22/2018	7/10/2019	322	TEXAS CAPITAL BANK	\$244,900.00	2.300%
DTC CD	10/2/2014	10/2/2019	1826	American Express Bank Certificate of Deposit	\$248,056.17	2.060%
Certificate of Deposit	6/8/2018	12/4/2019	544	BEVERLY BANK AND TRUST	\$241,100.00	2.400%
Certificate of Deposit	6/8/2018	12/5/2019	545	FINANCIAL FEDERAL BANK	\$240,700.00	2.500%
Certificate of Deposit	6/15/2018	12/11/2019	544	SONABANK	\$241,200.00	2.443%
Certificate of Deposit	12/11/2018	12/11/2019	365	FIRST INTERNET BANK OF INDIANA	\$243,300.00	2.673%
Certificate of Deposit	12/17/2018	6/15/2020	546	CORNERSTONE BANK - YORK NEBRASKA	\$239,900.00	2.800%
DTC CD	6/27/2018	12/27/2019	548	Pinnacle Bank TN	\$249,183.27	2.500%
Certificate of Deposit	2/28/2019	2/28/2020	365	BANK 7	\$243,800.00	2.481%
Certificate of Deposit	2/28/2019	2/28/2020	365	PACIFIC WESTERN BANK	\$243,500.00	2.589%
Certificate of Deposit	2/28/2019	2/28/2020	365	CIBC BANK USA/PRIVATE BANK-MI	\$243,700.00	2.538%
Certificate of Deposit	2/28/2019	2/28/2020	365	PREFERRED BANK	\$243,600.00	2.549%
DTC CD	6/13/2018	6/15/2020	733	Discover Bank	\$246,000.00	2.750%
DTC CD	6/14/2018	6/15/2020	732	Morgan Stanley Bank NA	\$246,000.00	2.800%
DTC CD	6/14/2018	6/15/2020	732	Morgan Stanley PVT Bank	\$246,000.00	2.750%
DTC CD	12/11/2018	6/29/2020	566	FIRST BANK NC	\$249,329.67	2.810%
Certificate of Deposit	3/23/2018	12/23/2019	640	Boston Private Bank and Trust	\$248,000.00	2.300%
Certificate of Deposit	3/22/2018	3/23/2020	732	Morgan Stanley Bank	\$248,000.00	2.550%
Certificate of Deposit	11/28/2018	5/28/2020	547	Wells Fargo National	\$245,000.00	2.850%
Certificate of Deposit	6/17/2018	6/29/2020	743	Pinnacle Bank Nashville	\$248,000.00	2.800%
Certificate of Deposit	7/17/2015	7/17/2020	1827	Synchrony Bank Retail CD	\$248,000.00	2.250%
Certificate of Deposit	8/19/2015	8/19/2020	1827	CAPITAL ONE NATL ASSN VA	\$248,000.00	2.400%
Certificate of Deposit	9/16/2015	9/16/2020	1827	BARCLAYS BK DEL	\$248,000.00	2.200%
Certificate of Deposit	3/2/2016	3/2/2021	1826	Marlin Business Bank Salt Lake	\$248,000.00	1.600%
Certificate of Deposit	12/12/2016	12/13/2021	1827	State Bank India New York	\$248,000.00	2.050%
Certificate of Deposit	3/1/2017	3/1/2022	1826	CIMB Bank, Champaign IL	\$245,000.00	2.100%
Certificate of Deposit	3/21/2017	3/21/2022	1826	HSBC Bank USA NA McLean VA	\$248,000.00	2.450%
Certificate of Deposit	6/9/2017	6/9/2022	1826	Medallion Bank Utah	\$248,000.00	2.150%

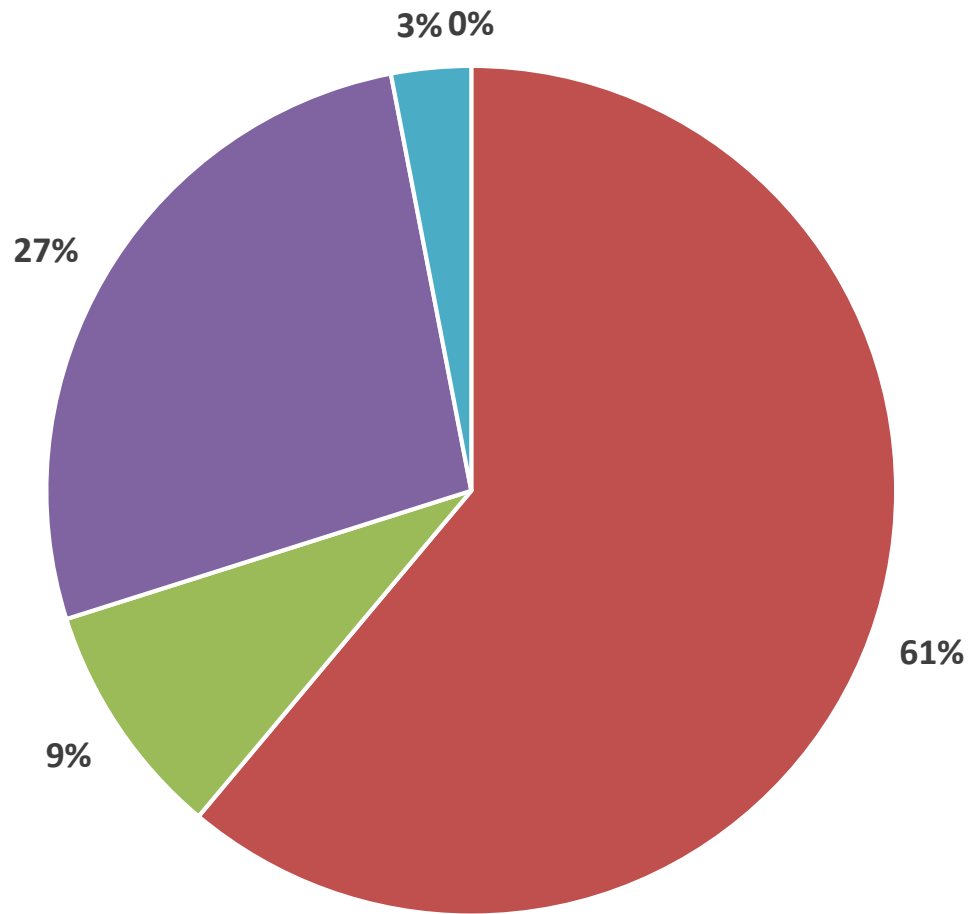
\$16,458,549.78

Weighted Yield 2.375%
Weighted Maturity 268.85

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

INVESTMENT TYPE

April 30, 2019

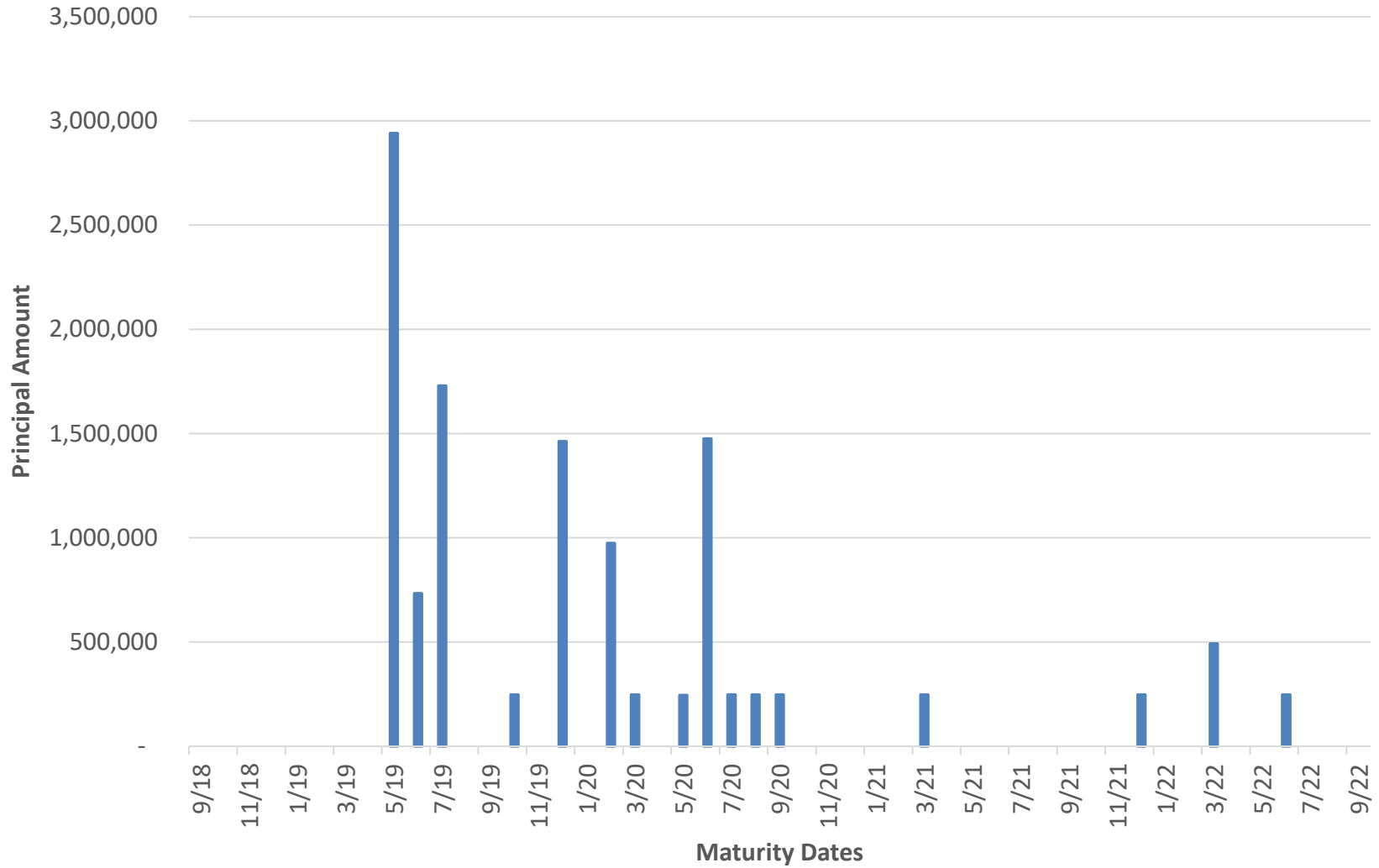


■ TS ■ CD ■ DTC ■ MMK ■ SEC

LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

MATURITY DATES

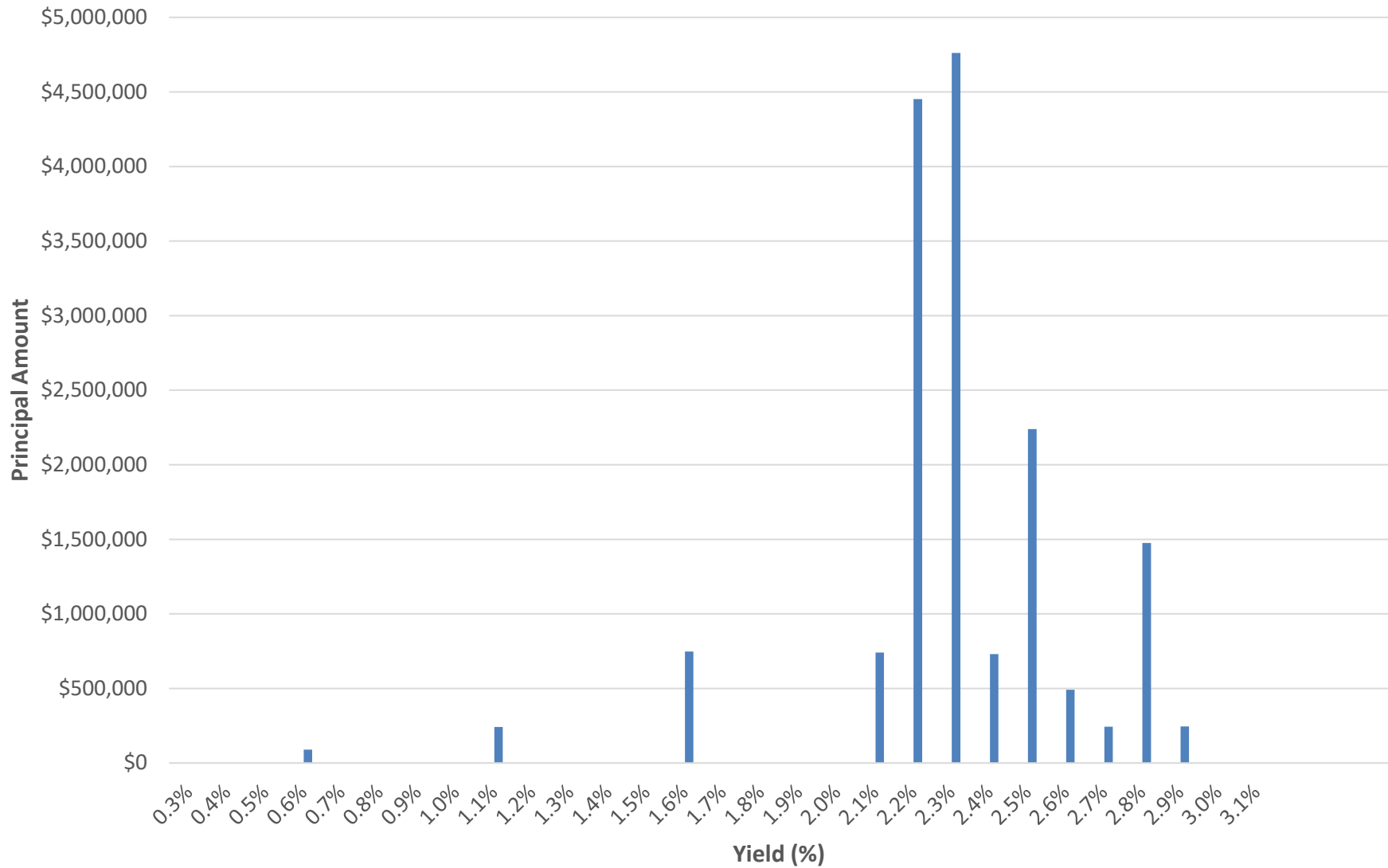
April 30, 2019



LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

INTEREST RATES

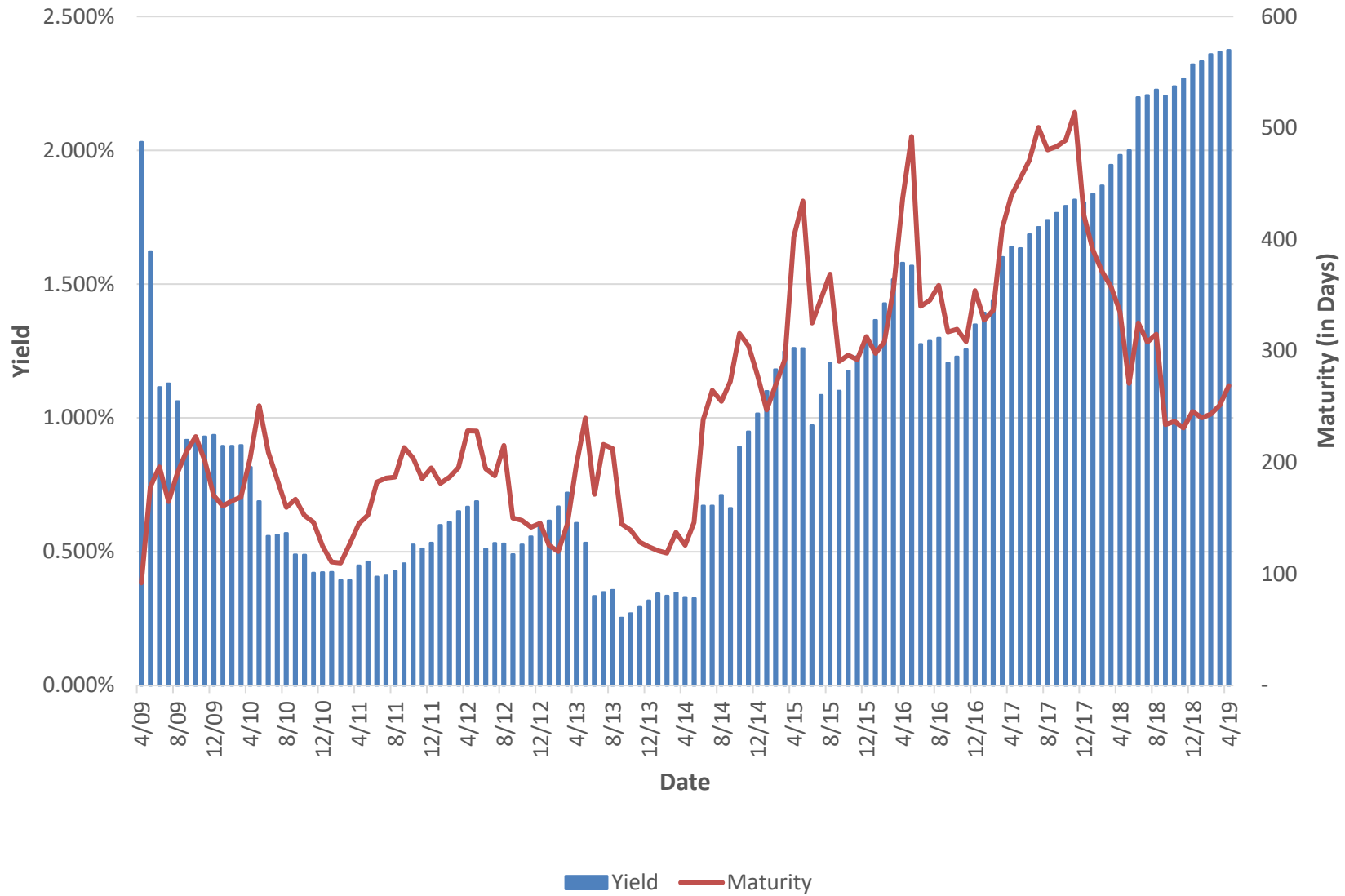
April 30, 2019



LINCOLNSHIRE-PRAIRIE VIEW ELEMENTARY SCHOOL DISTRICT NO. 103

WEIGHTED YIELD VS. MATURITY HISTORY (10 Years)

233



Lincolnshire-Prairie View School District 103

6th Enrollment Report

As of April 30, 2019

Grade	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Class Size (Core)					
										Sections	Average	Low	High	Trigger	Recommended Range
K (AM)	19	19	19	19	19	19	20	20	20						
K (Full Day)	140	140	142	142	140	142	139	140	140						
K Total	159	159	161	161	159	161	159	160	160	8	20.0	19	21	25	Low 20's
1	177	180	181	180	178	178	178	177	177	8	22.1	20	24	25	Low 20's
2	171	174	174	177	174	178	179	182	182	8	22.8	22	24	25	Low 20's
3	191	192	194	192	191	195	193	192	195	8	24.4	24	25	28	Mid 20's
4	228	230	229	230	230	230	230	231	232	9	25.8	25	26	28	Mid 20's
5	201	201	200	200	197	199	201	201	200	8	25.0	24	26	28	Mid 20's
6	232	232	233	233	232	233	233	234	235	n/a	26.4	10	31	30	High 20's
7	210	213	213	212	211	211	211	211	211	n/a	25.6	11	30	30	High 20's
8	226	228	228	228	227	228	229	230	230	n/a	23.9	12	29	30	High 20's
Total K-8	1,795	1,809	1,813	1,813	1,799	1,813	1,813	1,818	1,822						

Sprague (No EC)	507	513	516	518	511	517	516	519	519
Half Day	620	623	623	622	618	624	624	624	627
Daniel Wright	668	673	674	673	670	672	673	675	676
Total EC-8	1,795	1,809	1,813	1,813	1,799	1,813	1,813	1,818	1,822

Early Childhood	18	18	19	18	18	20	24	24	27						
Community Peer	15	15	15	16	15	15	15	15	16						
Total Blended	33	33	34	34	33	35	39	39	43	4	10.8	5	8	8	8
AM Only	0	0	0	0	0	0	0	0	0						
Extended Day	5	5	6	6	6	6	6	6	6						
Total Self-Contained	5	5	6	6	6	6	6	6	6	1	6.0	4	4	4	4
Total EC	38	38	40	40	39	41	45	45	49						

Sprague w/EC	545	551	556	558	550	558	561	564	568
Half Day	620	623	623	622	618	624	624	624	627
Daniel Wright	668	673	674	673	670	672	673	675	676
Total EC-8	1,833	1,847	1,853	1,853	1,838	1,854	1,858	1,863	1,871

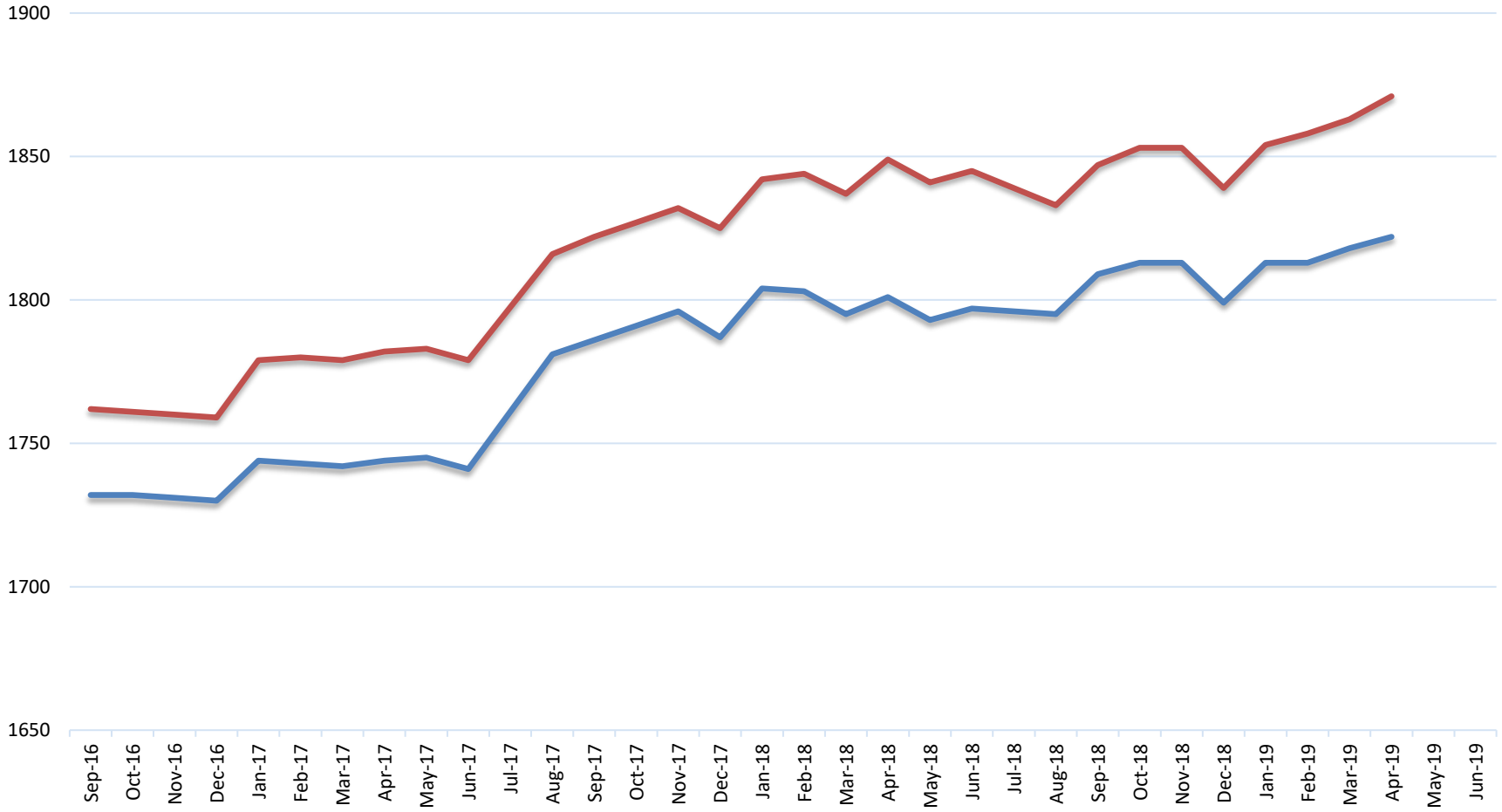
Public	1	1	2	2	2	1	1	1	1
Consortium	4	4	4	4	4	4	3	3	3
Private	4	4	3	4	4	4	5	5	5
IAES	0	0	0	0	0	0	0	0	0
Total Out-of-Dist.	9	9	9	10	10	9	9	9	9

TOTAL	1,842	1,856	1,862	1,863	1,848	1,863	1,867	1,872	1,880
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Guided - D103	4	4	4	4	4	4	3	3	3
Guided - Other	6	6	6	6	6	6	6	6	6
Total Guided	10	10	10	10	10	10	9	9	9

D103 Enrollment Trends

235



Enrollment Enrollment w/EC



Lincolnshire – Prairie View School District 103
1370 RIVERWOODS ROAD
LINCOLNSHIRE, IL 60069
847.295.4030
(Fax) 847.295.9196

Memo

To: Board of Education
From: Scott Gaunky, CPMM
CC: Dr. Scott Warren
Date: May 15, 2019
Re: Facilities

DISTRICT 103

- A steering committee meeting is being arranged during the last week of May to discuss changes in the construction project.
- The District has entered into an agreement with Acamard Technologies to update the security camera software and add cameras in void spaces of Half Day and Sprague. The project will start at Daniel Wright and all schools will be completed through the summer.

DANIEL WRIGHT

- No significant projects were completed in this period.

HALF DAY

- The lighting replacement project in the third grade hallway, classrooms, and library has been finalized. The District budgeted \$100,000 for this project. Final costs came in at \$72,135.90. The District applied for ComEd incentives that will result in a return of \$6,655.04. With the incentives, this project came in \$34,519.14 under budget.

LAURA SPRAGUE

- No significant projects were completed in this period.



Lincolnshire – Prairie View School District 103
1370 RIVERWOODS ROAD
LINCOLNSHIRE, IL 60069
847.295.4030
(Fax) 847.295.9196

Memo

To: Board of Education
From: Katie Reynolds, Assistant Superintendent for Instruction
Dr. Gina Finaldi, Director of Student Services
Robert Bialk, Director of Technology
CC: Dr. Scott Warren
Date: May 16, 2019
Re: Executive Summary

Curriculum & Instruction

- **ACCESS-** The preliminary ACCESS (Assessing Comprehension and Communication in English State-to-State) test results were sent to the district this week. The ACCESS assessment is an English language proficiency assessment given to Kindergarten through 12th graders who have been identified as English language learning students (ELL). It is required to be given annually to monitor students' progress in acquiring academic English. Official ACCESS score sheets will be mailed home in late summer, when the Illinois State Board of Education makes the final scores available to School District #103. Last year the district moved to a co-teaching model. After a review of data, we have similar individual student growth and numbers of students exiting as we have in past years.
- **Teachers Supporting Teachers-** On May 7, 2019, the district hosted the second “Teachers Supporting Teachers” workshop presented by “Just Ask” senior consultant and professional development provider, Brenda Kaylor. This workshop was provided for certified teachers who work in roles that support other teachers (technology coaches, ELL teachers, Interventionists) and building administrators to share her expertise in the field of academic coaching. The workshop provided strategies for how to develop relationships with adults and coach them through difficult conversations. We will continue to contract with “Just Ask” during the 2019-2020 school year.
- **Summer School-** Summer school is right around the corner! The program will run from June 10, 2019-July 2, 2019, at Daniel Wright Junior High School for students currently in grades K-7. We have 406 District 103 and 14 District 109 students or staff member’s children registered.

- **Learning Forward-** I have been asked to serve on a conference planning committee for the professional development organization, Learning Forward. In November 2021, Chicago will be the host city for the Learning Forward national conference. Administrators from across the state were asked to participate in the planning of the conference. For our participation I will receive free conference registration for the annual conference in November 2020, and free conference registration and housing for the Chicago conference in 2021.
- **STEAM Committee-** On April 20, 2019, the district STEAM Committee met at Half Day School. The committee provided feedback on three goals and strategies. A full summary report of the committee's work will be presented at a future meeting.
- **MAP Growth-** I have met with each grade level in grades 1-5 to discuss MAP growth in both reading and math. During the meetings grade-level teachers logged into their MAP accounts and reviewed student achievement and growth.
- **VAPL Visioning-** On May 2, 2019, I attended a meeting at the Vernon Area Public Library. The purpose of this meeting was to provide feedback on proposed plans to remodel the library.
- **AAPPL-** During the week of May 13, 2019, 8th grade students enrolled in Spanish piloted the Assessment of Performance toward Proficiency in Languages (AAPPL). This assessment measures a student's language acquisition in 4 domains: reading, writing, speaking and listening. We did not administer the speaking assessment as part of the pilot. The goal of the pilot is to determine if the AAPPL could be used to determine placement in Spanish at Stevenson High School. AAPPL results will not in any way impact this year's student placements. As our students graduate with multiple years of Spanish instruction we need a new assessment measure to determine the appropriate course level for each student.

Student Services

- **LRP's National Institute for Educating Students with Disabilities:** Gina Finaldi and Melody Littlefair attended LRP's national special education law conference May 5th-8th. We each attended multiple sessions on special topics relevant to our needs and roles with Student Services. We will be sharing the take-aways with our staff and creating action items for us to follow-up on with our teams regarding emergency planning for students with disabilities, paraprofessional training, and student discipline.
- **PATH/MAP Training** - Three staff members attended a three day training May 14th, 15th, and 16th on Person Centered Planning at Stevenson High School (in conjunction with the ELC). Staff were trained how to facilitate a "PATH/MAP" session. This is a team process, including parents, in which everyone discusses their vision, dreams, and goals for their child/student (as well as what their "nightmare" would be), and then the team identifies any barriers that exist to achieving those goals. Ultimately a "MAP" is developed, which includes the "PATH" to get to the dream. We are excited to bring this process to our teams and families when planning for our most complex students and their futures.

- **Healthy Grading Practices for Students with Learning Differences Workshop** - Dr. Lee Ann Jung, Founder of Lead Inclusion, Clinical Professor at San Diego State University, and a consultant to schools worldwide, provided a workshop "Healthy Grading Practices for Students with Learning Differences" on May 15th, from 8:30-3:30 at Sprague School. Workshop Description: Assigning fair and meaningful grades to students with learning differences is a difficult task faced by every teacher. Very little guidance can be found in policy or the field of special education to help teachers with this challenge. In this session, participants will learn about the move to standards-based grading for all learners. Participants learned about using a differentiated assessment and grading model for grading and reporting achievement of students with learning differences in a way that is fair, meaningful, and legally defensible.

- **Staffing Update** - We are currently interviewing/hiring for the following positions in Student Services:
 - Early Childhood Teacher (new)
 - Early Childhood Teacher Associate (new)
 - Speech-Language Pathologist to replace Nancy Borkman who is retiring
 - 0.4 FTE Speech-Language Pathologist for EC (new)
 - 0.4 FTE Social Worker for EC (new)
 - 0.2 FTE Occupational Therapist (through the ELC, current staff member)

- **Special Olympics** - Several D103/Daniel Wright students representing our consortium Guided program participated for the very first time in the Special Olympics Spring Games at Prospect High School on Sunday, May 5th.
 - Shania Clement received a gold medal in the 50m dash and qualifies for the State Summer Games.
 - Mary Benson received a silver medal in the 50m dash.
 - Chloe Hamel received a bronze medal in the 50m dash.
 - All student athletes from D103 raced in the 50m dash and did an excellent job finishing the race.
 - Unfortunately, the field events were canceled due to field conditions, however, they draw randomly to determine 1st place.
 - 1st place athletes are all invited to the Summer Games in Bloomington Normal. Three of our athletes were picked for the softball throw: Mary Benson, Shania Clement, and Mikayla Needlman.
 - A huge shout-out to our incredible coaches for the Special Olympics (Anna Healy, Alex Funk, and Luke Jones) who have given so much of their time and

support to this endeavor, and to all the staff volunteers who helped at practices and the event on Sunday (Mike Mol, Julia Phillips, Allyson Krawczyk, Simone Bolack, Chuck Biggs, Don Swager, Emily Moran, Ethan Urborg, and Samantha Lewis) AND, to all of our amazing students who competed (Mikayla Needlman, Mary Benson, Chloe Hamel, Kanika Sharma, Shania Clement, and Rylan Pingel).

- **Our Snack Cart at Daniel Wright made the local news -**
<https://www.dailyherald.com/news/20190514/how-on-campus-retail-jobs-help-students-with-disabilities>

Technology & Assessment

- **MAP Testing** - Daniel Wright just finished administering the Spring, MAP assessment. MAP reports will be mailed home.
- **Returning Student Registration** - The registration team has completed the build for Returning Student Registration. The registration window will run from Wednesday, May 22nd, through Friday, June 7th.
- **iPad Purchase** - The Technology Department is working with the Business Office to finalize the lease documents for our iPad order. We were able to leverage a “sale” that Apple was offering to purchase both our iPads and cases together. This helped lower our overall cost of the purchase.
- **iPad Recycling** - The Technology Department is getting quotes for the recycling of our “old” iPads. We are hoping to recoup a sizeable amount of funding from the sale of our current iPad Air devices.
- **iPad Collection Schedules** - Grade level iPad collection schedules have been shared with teachers.



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Scott Warren
Date: May 16, 2019
Re: Superintendent Informational Report

FOIA requests

The District received one FOIA requests this month from:

1. Patrick Garrity, a representative from I.B.E.W. Local 150, seeking information on certified payroll and transcripts for work completed in the district between 2/21/2019 and 3/31/2019.

The specific request and the District's response is included for your review.

Leave of Absence Requests

The District received one leave of absence request and is approved according to the Master Contract. The specific request is included for your review.

Wellness Committee

The District Staff Wellness Committee met to plan for the 2019-2020 school year. Activities for next year will include encouraging healthy eating, exercise, stress management, weight loss and CPR training for our staff.

2020 Valor Court
Glenview, IL 60026

April 5, 2019

Lincolnshire-Prairieview School District 103
1370 N. Riverwoods Rd.
Lincolnshire, IL 60069

Dear Dr. Warren,

I am excited to share with you that our family is expecting a baby on October 10, 2019. I am requesting a parental leave of absence beginning October 7, 2019 through February 27, 2020. I would like to apply 60 days of paid sick time and the balance of 28 days as unpaid leave. I expect to return to school on Friday, February 28, 2020.

I will attend conferences on February 27, 2020 so that I can avoid an interruption in my benefits.

Thank you for your time and consideration with this matter.

Sincerely,
Liz Richter
K-2 Reading Specialist



Lincolnshire-Prairie View School District 103
Administration Offices

1370 N. Riverwoods Road • Lincolnshire, IL 60069
847/295-4030 • FAX 847/295-9196
<http://www.d103.org>

Scott H. Warren, Ed.D.
Superintendent

April 29, 2019

Patrick Garrity
I.B.E.W. Local 150
Business Representative
224-931-9590
pgarrity@ibew150.com

SENT VIA EMAIL: pgarrity@ibew150.com

RE: Freedom of Information Act Request

Dear Patrick Garrity:

Attached are the documents you requested. Logical Electric did not work the week of 3/1/2019 and therefore there is no document to present.

If you should have any further questions regarding this, please contact our office at (847) 295-4030.

Sincerely,

Scott Warren, Ed. D.
Superintendent

PAYROLL

(For Contractor's Optional Use; See Instructions at www.dol.gov/whd/forms/wh347instr.htm)



Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.

NAME OF CONTRACTOR OR SUBCONTRACTOR Logical Electric Construction Inc ADDRESS 21571 W Birch St Lakeville OMB No.: 1235-0008 Expires: 04/30/2021

PAYROLL NO. 3-8-19 FOR WEEK ENDING PROJECT AND LOCATION 1370 N. Riverwood's Red Led upgrade PROJECT OR CONTRACT NO.

(1) NAME AND INDIVIDUAL IDENTIFYING NUMBER (e.g., LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER) OF WORKER	(2) NO. OF PLEADING EXEMPTIONS	(3) WORK CLASSIFICATION	(4) DAY AND DATE							(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS					(9) NET WAGES PAID FOR WEEK	
			S	S	S	S	S	S	S				FICA	WITH-HOLDING TAX	STS	MECHANIC	OTHER		TOTAL DEDUCTIONS
Eric Myers 0688		Foreman Electric	6	6						12	44	528	50.86	26.14	32.74	7.66		117.40	410.60
Walter Myers 0062		Labourer	6	6						12	41.20	494.40	46.83	24.47	30.65	7.17		109.12	385.28
Keith Myers 9605		Labourer		6						6	41.20	247.20	17.41	12.24	15.33	3.58		48.56	198.64
Kearny Johnson 9128		Labourer									41.20								

244

While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained in 29 C.F.R. §§ 3.3, 5.5(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), (q), (r), (s), (t), (u), (v), (w), (x), (y), (z), (aa), (ab), (ac), (ad), (ae), (af), (ag), (ah), (ai), (aj), (ak), (al), (am), (an), (ao), (ap), (aq), (ar), (as), (at), (au), (av), (aw), (ax), (ay), (az), (ba), (bb), (bc), (bd), (be), (bf), (bg), (bh), (bi), (bj), (bk), (bl), (bm), (bn), (bo), (bp), (bq), (br), (bs), (bt), (bu), (bv), (bw), (bx), (by), (bz), (ca), (cb), (cc), (cd), (ce), (cf), (cg), (ch), (ci), (cj), (ck), (cl), (cm), (cn), (co), (cp), (cq), (cr), (cs), (ct), (cu), (cv), (cw), (cx), (cy), (cz), (da), (db), (dc), (dd), (de), (df), (dg), (dh), (di), (dj), (dk), (dl), (dm), (dn), (do), (dp), (dq), (dr), (ds), (dt), (du), (dv), (dw), (dx), (dy), (dz), (ea), (eb), (ec), (ed), (ee), (ef), (eg), (eh), (ei), (ej), (ek), (el), (em), (en), (eo), (ep), (eq), (er), (es), (et), (eu), (ev), (ew), (ex), (ey), (ez), (fa), (fb), (fc), (fd), (fe), (ff), (fg), (fh), (fi), (fj), (fk), (fl), (fm), (fn), (fo), (fp), (fq), (fr), (fs), (ft), (fu), (fv), (fw), (fx), (fy), (fz), (ga), (gb), (gc), (gd), (ge), (gf), (gg), (gh), (gi), (gj), (gk), (gl), (gm), (gn), (go), (gp), (gq), (gr), (gs), (gt), (gu), (gv), (gw), (gx), (gy), (gz), (ha), (hb), (hc), (hd), (he), (hf), (hg), (hh), (hi), (hj), (hk), (hl), (hm), (hn), (ho), (hp), (hq), (hr), (hs), (ht), (hu), (hv), (hw), (hx), (hy), (hz), (ia), (ib), (ic), (id), (ie), (if), (ig), (ih), (ii), (ij), (ik), (il), (im), (in), (io), (ip), (iq), (ir), (is), (it), (iu), (iv), (iw), (ix), (iy), (iz), (ja), (jb), (jc), (jd), (je), (jf), (jg), (jh), (ji), (jj), (jk), (jl), (jm), (jn), (jo), (jp), (jq), (jr), (js), (jt), (ju), (jv), (jw), (jx), (jy), (jz), (ka), (kb), (kc), (kd), (ke), (kf), (kg), (kh), (ki), (kj), (kk), (kl), (km), (kn), (ko), (kp), (kq), (kr), (ks), (kt), (ku), (kv), (kw), (kx), (ky), (kz), (la), (lb), (lc), (ld), (le), (lf), (lg), (lh), (li), (lj), (lk), (ll), (lm), (ln), (lo), (lp), (lq), (lr), (ls), (lt), (lu), (lv), (lw), (lx), (ly), (lz), (ma), (mb), (mc), (md), (me), (mf), (mg), (mh), (mi), (mj), (mk), (ml), (mm), (mn), (mo), (mp), (mq), (mr), (ms), (mt), (mu), (mv), (mw), (mx), (my), (mz), (na), (nb), (nc), (nd), (ne), (nf), (ng), (nh), (ni), (nj), (nk), (nl), (nm), (nn), (no), (np), (nq), (nr), (ns), (nt), (nu), (nv), (nw), (nx), (ny), (nz), (oa), (ob), (oc), (od), (oe), (of), (og), (oh), (oi), (oj), (ok), (ol), (om), (on), (oo), (op), (oq), (or), (os), (ot), (ou), (ov), (ow), (ox), (oy), (oz), (pa), (pb), (pc), (pd), (pe), (pf), (pg), (ph), (pi), (pj), (pk), (pl), (pm), (pn), (po), (pp), (pq), (pr), (ps), (pt), (pu), (pv), (pw), (px), (py), (pz), (qa), (qb), (qc), (qd), (qe), (qf), (qg), (qh), (qi), (qj), (qk), (ql), (qm), (qn), (qo), (qp), (qq), (qr), (qs), (qt), (qu), (qv), (qw), (qx), (qy), (qz), (ra), (rb), (rc), (rd), (re), (rf), (rg), (rh), (ri), (rj), (rk), (rl), (rm), (rn), (ro), (rp), (rq), (rr), (rs), (rt), (ru), (rv), (rw), (rx), (ry), (rz), (sa), (sb), (sc), (sd), (se), (sf), (sg), (sh), (si), (sj), (sk), (sl), (sm), (sn), (so), (sp), (sq), (sr), (ss), (st), (su), (sv), (sw), (sx), (sy), (sz), (ta), (tb), (tc), (td), (te), (tf), (tg), (th), (ti), (tj), (tk), (tl), (tm), (tn), (to), (tp), (tq), (tr), (ts), (tt), (tu), (tv), (tw), (tx), (ty), (tz), (ua), (ub), (uc), (ud), (ue), (uf), (ug), (uh), (ui), (uj), (uk), (ul), (um), (un), (uo), (up), (uq), (ur), (us), (ut), (uu), (uv), (uw), (ux), (uy), (uz), (va), (vb), (vc), (vd), (ve), (vf), (vg), (vh), (vi), (vj), (vk), (vl), (vm), (vn), (vo), (vp), (vq), (vr), (vs), (vt), (vu), (vv), (vw), (vx), (vy), (vz), (wa), (wb), (wc), (wd), (we), (wf), (wg), (wh), (wi), (wj), (wk), (wl), (wm), (wn), (wo), (wp), (wq), (wr), (ws), (wt), (wu), (wv), (ww), (wx), (wy), (wz), (xa), (xb), (xc), (xd), (xe), (xf), (xg), (xh), (xi), (xj), (xk), (xl), (xm), (xn), (xo), (xp), (xq), (xr), (xs), (xt), (xu), (xv), (xw), (xx), (xy), (xz), (ya), (yb), (yc), (yd), (ye), (yf), (yg), (yh), (yi), (yj), (yk), (yl), (ym), (yn), (yo), (yp), (yq), (yr), (ys), (yt), (yu), (yv), (yw), (yx), (yz), (za), (zb), (zc), (zd), (ze), (zf), (zg), (zh), (zi), (zj), (zk), (zl), (zm), (zn), (zo), (zp), (zq), (zr), (zs), (zt), (zu), (zv), (zw), (zx), (zy), (zz).

Public Burden Statement
We estimate that it will take an average of 55 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room 53502, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Date 3-8-19

I, Eric Myers (Name of Signatory Party) president (Title)

do hereby state:

(1) That I pay or supervise the payment of the persons employed by Logical Electric Construction Inc on the LED upgrade (Contractor or Subcontractor) that during the payroll period commencing on the 4 (Building or Work) day of March 2019 and ending the 8 day of March 2019 all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said Logical Electric Construction Inc from the full (Contractor or Subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 C.F.R. Subtitle A) issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 944, 63 Stat. 108, 72 Stat. 967, 76 Stat. 357, 40 U.S.C. § 3145), and described below

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That:
(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

- in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.


(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

- Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS:

NAME AND TITLE <u>Eric Myers</u> <u>president</u>	SIGNATURE 
THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 17 OF THE UNITED STATES CODE.	

PAYROLL

(For Contractor's Optional Use; See Instructions at www.dol.gov/whd/forms/wh347instr.htm)



U.S. Wage and Hour Division

Rev. Dec. 2008

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number

OMB No. 1235-0008
Expires: 04/30/2021

NAME OF CONTRACTOR OR SUBCONTRACTOR Logical Electric Construction Inc ADDRESS 21571 W Buck St Lakeville

PAYROLL NO. 3-15-19 FOR WEEK ENDING PROJECT AND LOCATION 1370 N Riverwoods Rd PROJECT OR CONTRACT NO. led upgrade

(1) NAME AND INDIVIDUAL IDENTIFYING NUMBER (e.g., LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER) OF WORKER	(2) EMPLOYEE'S SIGNATURE	(3) WORK CLASSIFICATION	(4) DAY AND DATE							(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS						(9) NET WAGES PAID FOR WEEK
			3/13	3/14	3/15	3/16	3/17	3/18	3/19				HOURS WORKED EACH DAY	FICA	WITH HOLDING TAX	S/S	Medicare	OTHER	
Eric Meyers 0688	<i>[Signature]</i>	Electrical Foreman	5	5	5				20	44	880	97.88	43.56	54.76	12.76	208.76	671.20		
Warren Meyers 0062	<i>[Signature]</i>	Labourer							4	41.20	164.80								
Keith Meyers 9605	<i>[Signature]</i>	Labourer	5	5	5				15	41.20	618	61.66	28.59	38.72	28.96	139.53	470.47		
Kenny Johnson 9128	<i>[Signature]</i>	Labourer							4	41.20	164.80								

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While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained in 29 C.F.R. § 5.5(a). Section 5(a) requires that 140 U.S.C. § 3145 contractors and subcontractors, performing work on Federally financed or assisted construction contracts, to "furnish weekly a statement with respect to the wages paid each employee during the preceding week." U.S. Department of Labor (DOL) regulations at 29 C.F.R. § 5.5(a)(3)(ii) require contractors to submit weekly a copy of all payrolls to the federal agency contracting for or financing the construction project, accompanied by a signed "Statement of Compliance" indicating that the payrolls are correct and complete and that each laborer or mechanic has been paid not less than the proper Davis-Bacon prevailing wage rate for the work performed. DOL and federal contracting agencies receiving this information review the information to determine that employees have received legally required wages and fringe benefits.

Public Burden Statement

We estimate that it will take an average of 45 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-4502, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Date 3-15-19

Eric Myers
(Name of Signatory Party)

President
(Title)

do hereby state

(1) That I pay or supervise the payment of the persons employed by Logical Electric Construction Inc on the led upgrade that during the payroll period commencing on the 11 day of March 2019 and ending the 15 day of March 2019 all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said Logical Electric Construction Inc from the full

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3, 29 C.F.R. (Subpart A) issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948 63 Stat. 108 72 Stat. 987, 76 Stat. 357-40 U.S.C. § 3145) and described below:

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete, that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed;

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor;

(4) That

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

-- Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS

NAME AND TITLE
Eric Myers
President

SIGNATURE


PAYROLL

(For Contractor's Optional Use; See Instructions at www.dol.gov/whd/forms/wh347instr.htm)



U.S. Wage and Hour Division

Rev. Dec. 2008

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number

NAME OF CONTRACTOR OR SUBCONTRACTOR ADDRESS: Typical Electric Construction Inc 21571 W Brock St Lake Villa IL OMB No. 1235-0008 Expires: 04/30/2021

PAYROLL NO. 3-22-19 FOR WEEK ENDING PROJECT AND LOCATION: 1370 N Riverwoods Rd Leed upgrade PROJECT OR CONTRACT NO.

(1) NAME AND INDIVIDUAL IDENTIFYING NUMBER (E.G., LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER) OF WORKER	(2) VALUE ADDED BY EMPLOYER	(3) WORK CLASSIFICATION	(4) DAY AND DATE							(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS					(9) NET WAGES PAID FOR WEEK		
			MON	TUE	WED	THUR	FRI	SAT	SUN				FICA	WITH-HOLDING TAX	S/S	Medicare	OTHER		TOTAL DEDUCTIONS	
Eric Meyers 0688		Electrical Foreman	7	3	3	3	3	3				14.52	223.79	71.57	90.00	21.05		406.68	1045.34	
Warner Meyers 0062		Labourer	8	5	5	6	5	4				41.20	1359.60	263.39	67.30	84.30	19.71		374.70	984.90
Keith Meyers 9605		Labourer	8									41.20	329.60	27.05	16.32	20.44	4.78		68.59	261.01
Kenny Johnson 9128		Labourer										41.20								

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While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained on 29 C.F.R. §§ 3.3-5.2(a). The Compliance Act (40 U.S.C. § 3345) contractors and subcontractors performing work on Federally financed or assisted construction contracts to "furnish weekly a statement with respect to the wages paid each employee during the preceding week." U.S. Department of Labor (DOL) regulations at 29 C.F.R. § 5.5(a)(3)(ii) require contractors to submit weekly a copy of all payrolls to the Federal agency contracting for or financing the construction project, accompanied by a signed "Statement of Compliance" indicating that the payrolls are correct and complete and that each laborer or mechanic has been paid not less than the proper Davis-Bacon prevailing wage rate for the work performed. DOL and Federal contracting agencies, receiving this information review the information to determine that employees have received legally required wages and fringe benefits.

Public Burden Statement
We estimate that it will take an average of 50 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-502, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Date 3/22/19

I Eric Miller
(Name of Signatory Party)

President
(Title)

do hereby state

(1) That I pay or supervise the payment of the persons employed by Logical Electrical Construction Inc on the led upgrade that during the payroll period commencing on the 16 day of March 2019 and ending the 22 day of March 2019 all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

Logical Electrical Construction Inc from the full

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 7 (29 C.F.R. Subtitle A) issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967, 76 Stat. 357, 40 U.S.C. § 3145), and described below

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete, that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That
(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS:

- in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

- Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS

NAME AND TITLE: Eric Miller President SIGNATURE: [Signature]

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 31 OF THE UNITED STATES CODE.

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PAYROLL

(For Contractor's Optional Use; See Instructions at www.dol.gov/whd/forms/wh347instr.htm)



U.S. Wage and Hour Division

Rev. Dec. 2008

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number

OMB No. 1235-0008
Expires: 04/30/2011

NAME OF CONTRACTOR OR SUBCONTRACTOR *Logical Electric Construction LLC* ADDRESS *21571 v Birch St Lakeville, MN*
 PAYROLL PERIOD FOR WEEK ENDING *5-29-19* PROJECT AND LOCATION *1370 v Riverroads Rd local upgrade* PROJECT OR CONTRACT NO.

(1) NAME AND INDIVIDUAL IDENTIFYING NUMBER (i.e. LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER) OF WORKER	(2) RELATIONSHIP TO EMPLOYER	(3) WORK CLASSIFICATION	(4) DAY AND DATE							(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS					(9) NET WAGES (GROSS AMOUNT MINUS DEDUCTIONS) FOR WEEK
			31	30	29	28	27	26	25				FICA	WITH- HOLDING TAX	S/S	Medicare	OTHER	
<i>Eric Meyers 0688</i>	<i>Electrical Foreman</i>	<i>888888</i>	<i>33</i>	<i>33</i>	<i>33</i>	<i>33</i>	<i>33</i>	<i>33</i>	<i>40</i>	<i>44</i>	<i>1760</i>	<i>292.83</i>	<i>87.12</i>	<i>109.12</i>	<i>25.52</i>	<i>514.59</i>	<i>1245.41</i>	
<i>Wanna Meyers 0062</i>	<i>Labourer</i>	<i>888888</i>							<i>40</i>	<i>46.20</i>	<i>1648</i>	<i>266.54</i>	<i>81.58</i>	<i>102.18</i>	<i>23.90</i>	<i>474.60</i>	<i>1173.50</i>	
<i>Keith Meyers 9605</i>	<i>Labourer</i>	<i>8</i>							<i>8</i>	<i>46.20</i>	<i>329</i>	<i>27.05</i>	<i>16.32</i>	<i>20.44</i>	<i>4.78</i>	<i>68.59</i>	<i>261.01</i>	
<i>Kenny Johnson 9128</i>	<i>Labourer</i>	<i>8</i>							<i>8</i>	<i>46.20</i>	<i>329</i>							

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While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained in 29 CFR 55.33-5.5(a). The Fair Labor Standards Act (29 U.S.C. 216) requires contractors and subcontractors performing work on Federally financed or assisted construction contracts to "furnish weekly a statement with respect to the wages paid each employee during the preceding week." U.S. Department of Labor (DOL) regulations at 29 CFR 55.33(a)(3)(ii) require contractors to submit weekly a copy of all payrolls to the Federal agency contracting for or financing the construction project, accompanied by a signed "Statement of Compliance" indicating that the payrolls are correct and complete and that each laborer or mechanic has been paid not less than the proper Davis-Bacon prevailing wage rate for the work performed. DOL and Federal contracting agencies receiving this information review this information to determine that employees have received legally required wages and fringe benefits.

Public Burden Statement

We estimate that it will take an average of 55 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room 5352, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Date 3-28-19

I Eric Meyers
(Name of Signatory Party)

President
(Title)

do hereby state

(1) That I pay or supervise the payment of the persons employed by
Logical Electrical Construction Inc on the
(Contractor or Subcontractor)

led upgrade that during the payroll period commencing on the
(Building or Work)
23 day of March 2019 and ending the 28 day of March 2019

all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said:

Logical Electric Construction Inc from the full
(Contractor or Subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 C.F.R. Subtitle A) issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948 63 Stat. 108, 72 Stat. 967, 76 Stat. 357, 40 U.S.C. § 3145), and described below

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete, that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work to be performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

- in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.

(h) WHERE FRINGE BENEFITS ARE PAID IN CASH

- Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

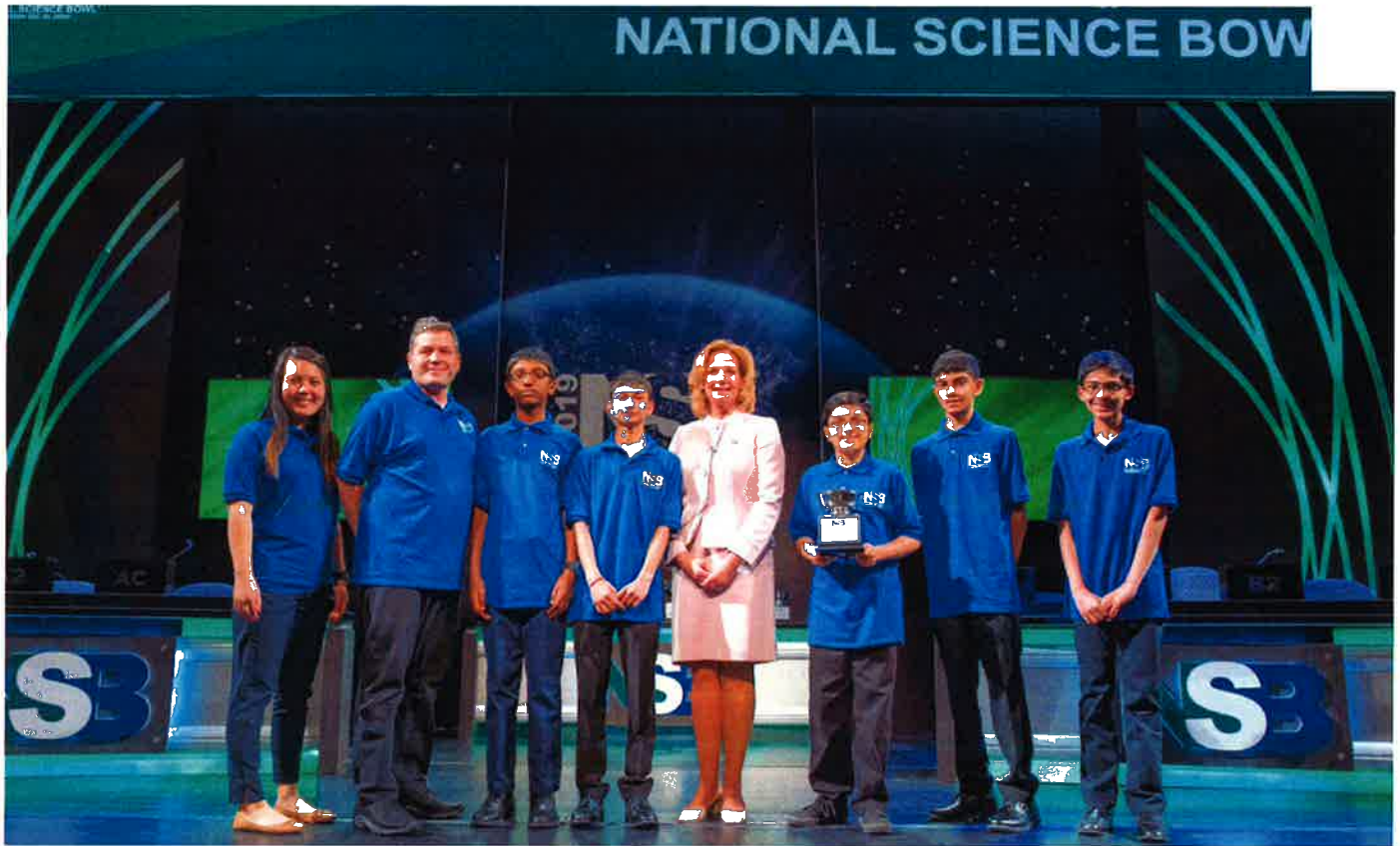
REMARKS

NAME AND TITLE Eric Meyers SIGNATURE [Signature]
Foreman

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 2383 OF TITLE 31 OF THE UNITED STATES CODE.

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Lincolnshire jr. high science team third in nation



Daniel Wright Junior High School's team won third place in the recent National Science Bowl contest. Here, coaches Katie Yan and Tony Hafner and team members Vedant Rathi, Arunabh Ganguli, Akshansh Chauhan, Deepak Salian and Rishabh Wuppalapati pose with Lisa E. Gordon-Hagerty of the U.S. Energy Department. (Courtesy of District 103)

BY RUSSELL LISSAU (RLISSAU@DAILYHERALD.COM)

The Academic Science Bowl team from [Wright Junior High School](#) in Lincolnshire seized third place in a national tournament — the best finish in school history.

Sponsored by the U.S. Energy Department, the [National Science Bowl](#) was held April 25-29 in Washington, D.C. The competition resembles a quiz show, and students race to answer math and science questions. Separate prizes are awarded for middle schools and high schools.

A Wright team has competed in each of the last six national Science Bowls. It's missed only once in nine years. Last year, the Wright squad won a round-robin competition at the event and placed fifth overall.

This year's wright club consisted of eighth-graders Deepak Sahaan, Kishan
^{5/2}Wuppalapati and Dev Ganguli and seventh-graders Vedant Rathi and Akshansh
Chauhan. They were coached by Katie Yan and Tony Hafner.

Yan praised the team members for their work at the national contest.

“In tough situations, the team kept calm, regrouped and lifted each other up,” Yan said
in a news release. “I am so proud of this group for their hard work and perseverance.”

A team from Lexington, Massachusetts, won the middle school division this year. A
team from Plymouth, Minnesota, won the high school division.

The benefits of this working world

On-campus retail jobs help students with disabilities



WATCH AT DAILYHERALD.COM/VIDEO: Student Shania Clement pushes a snack cart through the administrative offices at Wright Junior High School in Lincolnshire. Students with disabilities learn about counting money, providing goods and services.



Student Mikayla Needlman, bottom left, hands payroll coordinator Chris Erickson a snack menu at Wright Junior High in Lincolnshire. (Steve Lundy/slundy@dailyherald.com)



Libertyville High School student Anna Scholler and Chase Miller, both in foreground, prepare drinks while Brandon Fischer and Dan Keating serve a customer at the Wildcat Warehouse. The snack shop is operated by students in business classes and special-education programs. (Courtesy of Libertyville High School)



Students with disabilities operate Knights Cafe inside the cafeteria at Grayslake North High School. (Courtesy of Grayslake North High School)



Student Mikayla Needlman, left, hands administrative assistant Mary Burks her snack at Daniel Wright Junior High School. Mikayla is among the students with disabilities who operate a snack cart to learn employment skills. (Steve Lundy/slundy@dailyherald.com)



Learning behavior specialist Anna Healy helps kids figure out change as they operate a snack cart at Wright Junior High School in Lincolnshire. (Steve Lundy/slundy@dailyherald.com)

Deep within a labyrinth of offices at Wright Junior High School, eighth-grader Mikayla Needlman gently knocks on [Lincolnshire-Prairie View School District](#) 103 Superintendent Scott Warren's door.

Warren quickly opens up and smiles at his young visitor. Mikayla is one of the students in the Lincolnshire school's special-education program who help operate a mobile cart loaded with chips, candy

bars and other tasty treats — and Warren is feeling peckish.

“Do you still have the popcorn?” he asks.

Mikayla and sixth-grader Shania Clement spin the cart until they find the requested snack in a color-coded bin. They hand the bag to Warren, collect a dollar, give 50 cents change and go in search of another customer.

Learning-behavior specialist Anna Healy walks along with the girls, assisting when needed. She and social worker Alex Funk started the cart operation this year to teach students basic employment skills like customer service and making change.

But the program's done more than that.

“It builds a sense of community,” Healy said. “Students love to interact with teachers, and teachers love to get to know students they don't typically work with on a daily basis.”

Wright is among several suburban schools with programs designed to give students with disabilities retail experience without leaving campus. Elsewhere in Lake County, Libertyville High School and Grayslake North High both have coffee bars run by such teens.

Advocates for people with disabilities enthusiastically support the efforts. Work experience is an important predictor of employment success for students with disabilities, said David Kearon, the director of adult services for the group [Autism Speaks](#).

“This is an excellent first step for these students to gain vocational experience in a safe environment,” Kearon said.

Kids are motivated

Wright Junior High's mobile snack operation is active Mondays and Thursdays. The students usually work one or two at a time, accompanied by Healy, Funk and sometimes personal aides.

The students push the rolling cart from office to office, asking administrators, teachers and other staffers if they want treats. Some students struggle to communicate verbally, so they present a specially created menu that holds removable photos of snack items.

^{http} When a customer chooses an item, the students look for it on the cart.

Healy and Funk keep the kids on task and make sure they collect money and return
5/1. change.

The students enjoy the work. Self-directed comments like “good job” and thumbs-up signs are not uncommon after transactions.

“The most amazing part is how excited the students get, and how motivated they are to interact with people,” Healy said.

The adults who work at Wright are excited about the program, too.

“By providing this fun and interactive service, our students utilize their communication, math, reading, problem solving and organizational skills,” Warren said.

‘A great success’

At [Libertyville High](#), special-needs students in a vocational cooperative education program team with general-education students every morning to run the Wildcat Warehouse — a stand offering coffee, tea, oatmeal and more for students and staffers in need of pick-me-ups.

It operates in the building’s main foyer but also is active elsewhere for special events such as staff training days.

Special education teacher Alice Leafblad said the effort has been “a great success” since launching in October.

“Learning how to get a job, but also how to keep a job, has been our primary focus,” she said. “The Wildcat Warehouse is a place for students to develop those skills in a structured setting.”

[Grayslake North High](#) has a similar operation — the Knights Cafe.

Originally launched as a mobile coffee cart in 2014, the business evolved into a fixed facility within the cafeteria that’s open for a few hours each day.

“We decided that it would be more authentic to replicate a real coffee shop,” special-education teacher Kelly Benton said. “Our administration was extremely supportive.”

All the students who run the Knights Cafe have disabilities. Supervised by special-education staffers, they learn customer service techniques, inventory control methods and other valuable skills, including how to make the beverages that are for sale.

“Our students make and sell hot coffee, hot tea, hot chocolate, iced coffee, iced tea and pink lemonade,” Benton said. “We are always open to new drink suggestions and often have monthly specials.”

‘Important’ efforts

Maria Paiewonsky, a program manager and transition specialist with the Boston-based [Institute for Community Inclusion](#), said students benefit from opportunities that promote college and career readiness skills such as teamwork, critical thinking and leadership.

Inclusive work experiences can help students with disabilities naturally develop into
5/1 “independent, self-confident workforce contributors,” Paiewonsky said.

Autism Speaks’ Kearon lauded the Lake County efforts, too — especially because some participants have autism spectrum disorders.

“Programs like this are very important,” he said. “Research shows that young people with autism have more successful employment outcomes after high school if they have had hands-on, work-based learning experiences as students.”

Such activities are more common at high schools than at junior high or middle schools, Kearon said. He hopes that changes.

“The earlier we can expose students with autism or other disabilities to these sorts of experiences, the better,” he said.