Regular Board Meeting
Monday, July 13, 2026 7:00 PM Central

Downers Grove Civic Center
850 Curtiss Street
Downers Grove, Illinois 60515

Nicole Bernard:	Absent
Kirat Doshi:	Present
Melissa Ellis:	Absent
Emily Hanus:	Present
Darren Hughes:	Present
Steve Olczyk:	Present
Katie Thomas:	Present

Present: 5, Absent: 2.

1. **Opening Items**
   1.A. Call to Order and Roll Call
   1.B. Pledge of Allegiance
2. **Non-Action Reports**
   2.A. Communications
3. **Reports to the Board**
   3.A. Superintendent Report
   3.B. Monthly Business
   3.C. Treasurer's Report
4. **Policy Committee**
5. **Legislative Committee**
6. **Financial Advisory Committee**
7. **District Leadership Team**
8. **Health & Wellness Committee**
9. **SASED Report**
10. **Discussion**
    10.A. School Closures and E-Learning
11. **Public Comment**
    11.A. Public Comment Guidelines
12. **Recess**
    12.A. Recess will be taken at Chair's discretion
13. **Approval of Minutes**
    13.A. Regular Meeting - June 8, 2026
14. **Consent Agenda**
    14.A. Financial Reports ~ List of Bills & Summary
    14.B. Personnel Report: 1) Assignments; 2) Resignations; 3) Family Medical Leaves of Absence
15. **Recommendations for Action**
    15.A. 2026-2029 Collective Bargaining Agreement with Downers Grove Custodial Maintenance Association
    15.B. Resolution Ratifying Proposed Amendments to the SASED Joint Articles of Agreement

- 15.C. Food Service Contract: Whitsons
- 15.D. PPO Network Provider and Pharmacy Benefit Manager: Blue Cross Blue Shield
- 15.E. 2026-2027 Board of Education Meeting Calendar
- 15.F. Potential 2026-2027 School Calendar Amendment re Election Day (Nov. 3, 2026)

16. **Announcements**
    - 16.A. Upcoming Meetings & Events
17. **Closed Session**
    - 17.A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District. 5 ILCS 102/2(c)(1)
    - 17.B. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; 5 ILCS 120/2(c)(2)
    - 17.C. Consideration of student disciplinary matters. 5 ILCS 120/2(c)(9)
    - 17.D. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10)
    - 17.E. Litigation...when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11)
    - 17.F. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21)
18. **Action as a Result of Closed Session**
    - 18.A. Closed Session Minutes - June 8, 2026
19. **Adjournment**

Revenues Year-to-Date Compared to Budget

June 30, 2026

	EDUCATIONAL FUND	FY 26 BUDGET	YTD REVENUE	% of BUDGET	FY 25 BUDGET (Amended)	YTD REVENUE	% of BUDGET
LOCAL	Property Taxes	$62,544,092	$61,944,224	99.04%	$62,753,047	$62,792,139	100.06%
	CPPRT	$1,051,425	$898,211	85.43%	$1,179,253	$1,095,499	92.90%
	Interest	$470,000	$932,497	198.40%	$456,312	$446,348	97.82%
	Fees/Lunches	$1,918,053	$1,705,290	88.91%	$1,382,887	$1,323,770	95.73%
	Other	$971,000	$935,066	96.30%	$1,747,449	$1,525,920	87.32%
	Total Local	**$66,954,570**	**$66,415,288**	**99.19%**	**$67,518,948**	**$67,183,676**	**99.50%**
STATE	Evidence-Based	$3,552,546	$3,556,985	100.12%	$3,552,547	$3,552,547	100.00%
	Special Ed	$1,334,604	$1,062,207	79.59%	$1,231,455	$618,846	50.25%
	Other	$7,207	$32,088	445.23%	$416,767	$806,555	193.53%
	Total State	**$4,894,357**	**$4,651,280**	**95.03%**	**$5,200,769**	**$4,977,948**	**95.72%**
FEDERAL	ESEA Grants	$428,414	$212,293	49.55%	$357,407	$273,095	76.41%
	IDEA Grants	$1,496,322	$1,317,982	88.08%	$1,915,271	$1,501,333	78.39%
	National School Lunch	$274,284	$145,897	53.19%		$0	
	Other Federal	$255,000	$472,853	185.43%	$1,888,321	$1,950,613	103.30%
	Total Federal	**$2,454,020**	**$2,149,026**	**87.57%**	**$4,160,999**	**$3,725,041**	**89.52%**
TOTAL ED FUND		**$74,302,947**	**$73,215,594**	**98.54%**	**$76,880,716**	**$75,886,665**	**98.71%**
O&M FUND							
LOCAL	Property Taxes	$2,681,567	$3,065,467	114.32%	$2,490,236	$2,491,860	100.07%
	CPPRT	$100,000	$80,524	80.52%	$100,000	$100,000	100.00%
	Interest	$15,000	$11,316	75.44%	$19,101	$17,252	90.32%
	Other	$171,500	$164,162	95.72%	$107,025	$108,161	101.06%
	Total Local	**$2,968,067**	**$3,321,470**	**111.91%**	**$2,716,362**	**$2,717,273**	**100.03%**
STATE	State Grants	$50,000	$0	0.00%	$50,000	$50,000	-
	Total State	**$50,000**	**$0**	**0.00%**	**$50,000**	**$50,000**	-
TOTAL O&M FUND		**$3,018,067**	**$3,321,470**	**110.05%**	**$2,766,362**	**$2,767,273**	**100.03%**

July 13, 2026 Board Monthly Report Form (EOY Report)

DEBT SERVICE FUND							
LOCAL	Property Taxes	$12,534,887	$12,472,591	99.50%	$9,610,230	$9,616,171	100.06%
	Interest	$36,000	$14,274	39.65%	$34,671	$33,671	97.12%
	Total Local	**$12,570,887**	**$12,486,865**	**99.33%**	**$9,644,901**	**$9,649,842**	**100.05%**
TOTAL DS FUND		**$12,570,887**	**$12,486,865**	**99.33%**	**$9,644,901**	**$9,649,842**	**100.05%**
TRANSPORTATION FUND							
LOCAL	Property Taxes	$5,984,989	$5,932,821	99.13%	$3,993,411	$3,995,950	100.06%
	Interest	$7,000	$11,608	165.82%	$7,818	$6,818	87.21%
	Other	$311,000	$278,251	89.47%	$375,601	$203,030	54.05%
	Total Local	**$6,302,989**	**$6,222,681**	**98.73%**	**$4,376,830**	**$4,205,798**	**96.09%**
STATE	Regular Trans	$1,245,284	$1,102,977	88.57%	$1,245,558	$1,245,147	99.97%
	SpEd Trans	$1,351,774	$1,456,956	107.78%	$1,357,613	$1,348,855	99.35%
	Total State	**$2,597,058**	**$2,559,932**	**98.57%**	**$2,603,171**	**$2,594,002**	**99.65%**
TOTAL TRANS FUND		**$8,900,047**	**$8,782,613**	**98.68%**	**$6,980,001**	**$6,799,800**	**97.42%**
IMRF FUND							
LOCAL	Property Taxes	$1,859,484	$2,345,115	126.12%	$1,752,361	$1,753,300	100.05%
	CPPRT	$60,600	$13,819	22.80%	$17,161	$17,161	100.00%
	Interest	$7,000	$6,333	90.48%	$6,912	$6,466	93.55%
	Other	$0		0.00%	$0	$0	-
	Total Local	**$1,927,084**	**$2,365,267**	**122.74%**	**$1,776,434**	**$1,776,927**	**100.03%**
TOTAL IMRF FUND		**$1,927,084**	**$2,365,267**	**122.74%**	**$1,776,434**	**$1,776,927**	**100.03%**
CAPITAL FUND							
LOCAL	Interest	$4,500,000	$1,812,109	40.27%	$6,937,644	$6,979,803	100.61%
	Other	$25,000	$411,334	1645.33%	$10,000	$45,800	
	Total Local	**$4,525,000**	**$2,223,442**	**49.14%**	**$6,947,644**	**$7,025,603**	**101.12%**
STATE	Other	$1,200,000	$1,274,186	106.18%	$1,558,000	$297,200	19.08%
	Total State	**$1,200,000**	**$1,274,186**	**106.18%**	**$1,558,000**	**$297,200**	**19.08%**
FEDERAL	Other	$0	$0		$191,006	$191,006	100.00%
	Total Federal	**$0**	**$0**		**$191,006**	**$191,006**	**100.00%**
TOTAL CAPITAL FUND		**$5,725,000**	**$3,497,628**	**61.09%**	**$8,696,650**	**$7,513,809**	**86.40%**
WORKING CASH FUND							

LOCAL	Property Taxes	$448,872	$331,291	73.81%	$412,852	$413,114	100.06%
	Interest	$165,000	$53,719	32.56%	$158,193	$158,146	99.97%
	Total Local	**$613,872**	**$385,010**	**62.72%**	**$571,045**	**$571,260**	**100.04%**
TOTAL WC FUND		**$613,872**	**$385,010**	**62.72%**	**$571,045**	**$571,260**	**100.04%**
FIRE SAFETY FUND							
LOCAL	Interest	$15	$38	253.27%	$22	$17	77.27%
	Total Local	**$15**	**$38**	**253.27%**	**$22**	**$17**	**77.27%**
TOTAL FIRE SAFETY FUND		**$15**	**$38**	**253.27%**	**$22**	**$17**	**77.27%**
LOCAL		**$95,862,483**	**$93,420,060**	**97.45%**	**$93,552,186**	**$93,130,396**	**99.55%**
STATE		**$8,741,415**	**$8,485,398**	**97.07%**	**$9,411,940**	**$7,919,150**	**84.14%**
FEDERAL		**$2,454,020**	**$2,149,026**	**87.57%**	**$4,352,005**	**$3,916,047**	**89.98%**
TOTAL ALL FUNDS		**$107,057,918**	**$104,054,484**	**97.19%**	**$107,316,131**	**$104,965,593**	**97.81%**

Expenditures Year-to-Date Compared to Budget

June 30, 2026

EDUCATIONAL FUND	FY 26 BUDGET	YTD EXPENSES	% of BUDGET	FY 25 BUDGET (Amended)	YTD EXPENSES	% of BUDGET
Salaries	$53,445,773	$52,894,494	98.97%	$51,486,958	$51,734,056	100.48%
Benefits	$11,632,163	$12,176,018	104.68%	$11,041,733	$11,432,699	103.54%
Purchased Services	$3,282,465	$3,345,270	101.91%	$2,916,015	$3,480,886	119.37%
Supplies	$1,472,542	$925,288	62.84%	$2,227,372	$2,392,198	107.40%
Other	$4,129,404	$5,139,273	124.46%	$4,711,184	$4,911,719	104.26%
Noncapitalized Outlay	$32,263	$96,981	300.59%	$78,921	$79,123	100.26%
FUND TOTAL	**$73,994,610**	**$74,577,325**	**100.79%**	**$72,462,183**	**$74,030,681**	**102.16%**
O&M FUND						
Salaries	$2,001,037	$1,986,543	99.28%	$1,776,734	$1,859,431	104.65%
Benefits	$495,913	$503,018	101.43%	$450,440	$479,214	106.39%
Purchased Services	$832,187	$774,509	93.07%	$711,166	$811,508	114.11%
Supplies	$1,014,258	$805,665	79.43%	$723,292	$806,828	111.55%
Capitalized Outlay	$7,830	$46,391	592.47%	$5,761	$5,761	100.00%
Noncapitalized Outlay	$2,700	$1,256	46.51%	$2,805	$2,805	100.00%
FUND TOTAL	**$4,353,925**	**$4,117,380**	**94.57%**	**$3,670,198**	**$3,965,547**	**108.05%**
DEBT SERVICE FUND						
Purchased Services	$2,000	$305,435	15271.74%	$235,000	$353,334	150.35%
Other	$13,366,271	$13,030,071	97.48%	$9,471,436	$9,289,025	98.07%
FUND TOTAL	**$13,368,271**	**$13,335,506**	**99.75%**	**$9,706,436**	**$9,642,359**	**99.34%**
TRANSPORTATION FUND						
Purchased Services	$7,724,188	$5,374,761	69.58%	$6,917,332	$7,283,515	105.29%
FUND TOTAL	**$7,724,188**	**$5,374,761**	**69.58%**	**$6,917,332**	**$7,283,515**	**105.29%**
IMRF FUND						
Benefits	$2,115,344	$2,167,660	102.47%	$2,038,638	$2,121,302	104.05%
FUND TOTAL	**$2,115,344**	**$2,167,660**	**102.47%**	**$2,038,638**	**$2,121,302**	**104.05%**

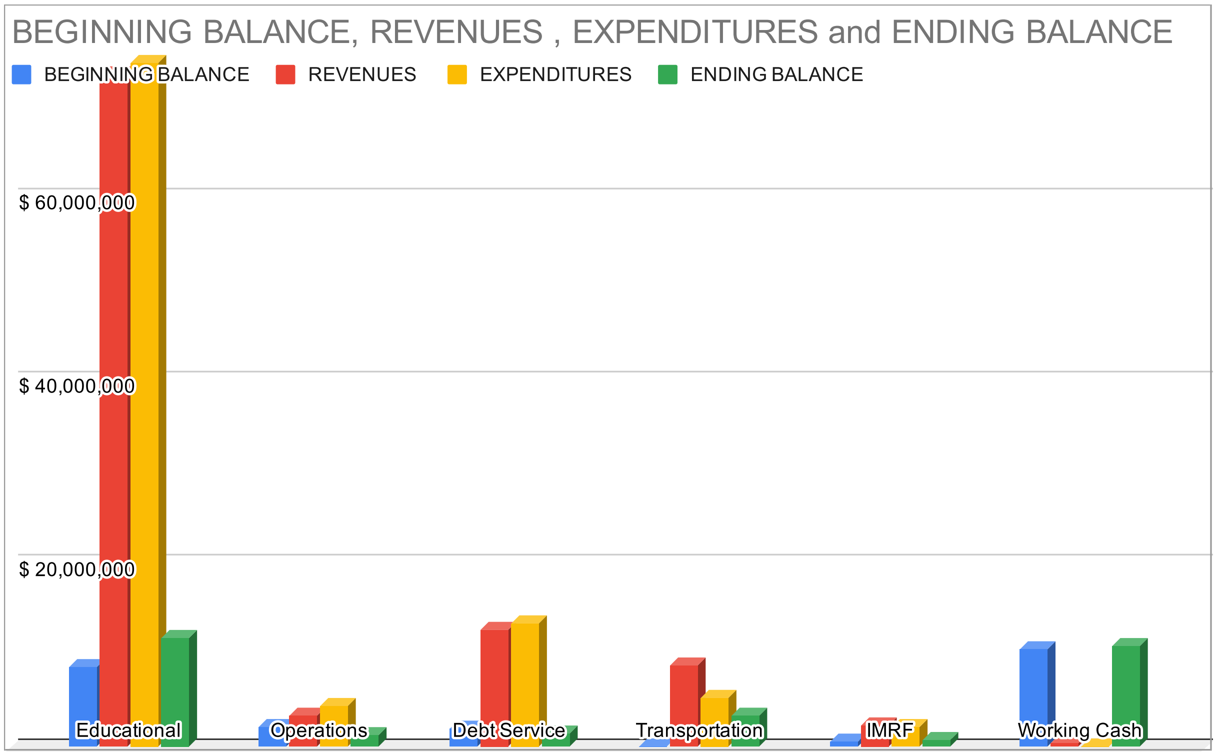
CAPITAL FUND						
Salaries	$113,643	$0	0.00%	$168,284	$126,002	74.87%
Purchased Services	$3,378,000	$57,759	1.71%	$4,775,000	$5,571,807	116.69%
Supplies	$0	$2,027		$220,000	-$19,350	-8.80%
Capitalized Outlay	$56,722,000	$64,627,637	113.94%	$114,730,066	$91,972,963	80.16%
Other	$0	$195,623		$0	$587,608	
Noncapitalized Outlay	$0	$1,810,082		$0	$0	
FUND TOTAL	**$60,213,643**	**$66,693,129**	110.76%	**$119,893,350**	**$98,239,030**	81.94%

TOTAL ALL FUNDS						
Salaries	$55,560,453	$54,881,037	98.78%	$53,431,976	$53,719,489	100.54%
Benefits	$14,243,420	$14,846,696	104.24%	$13,530,811	$14,033,215	103.71%
Purchased Services	$15,218,840	$9,857,734	64.77%	$15,554,513	$17,501,050	112.51%
Supplies	$2,486,800	$1,732,979	69.69%	$2,950,664	$3,179,676	107.76%
Capitalized Outlay	$56,729,830	$64,674,028	114.00%	$114,735,827	$91,978,724	80.17%
Other	$17,495,675	$18,364,967	104.97%	$14,182,620	$14,788,352	104.27%
Noncapitalized Outlay	$34,963	$1,908,319	5458.09%	$81,726	$81,928	100.25%
TOTAL	**$161,769,981**	**$166,265,761**	**102.78%**	**$214,468,137**	**$195,282,434**	**91.05%**

TOTAL OPERATING FUNDS						
Salaries	$55,446,810	$54,881,037	98.98%	$53,263,692	$53,593,487	100.62%
Benefits	$14,243,420	$14,846,696	104.24%	$13,530,811	$14,033,215	103.71%
Purchased Services	$11,838,840	$9,494,540	80.20%	$10,544,513	$11,575,909	109.78%
Supplies	$2,486,800	$1,730,952	69.61%	$2,950,664	$3,199,026	108.42%
Other	$4,129,404	$5,139,273	124.46%	$4,711,184	$4,911,719	104.26%
Cap/Noncap Outlay	$42,793	$144,628	337.97%	$87,487	$87,689	100.23%
TOTAL	**$88,188,067**	**$86,237,127**	**97.79%**	**$85,088,351**	**$87,401,045**	**102.72%**

Fund Balances as of: 6/30/2026

	Educational	Operations	Debt Service	Transportation	IMRF	Capital	Working Cash	Total	Operating Total
BEGINNING BALANCE	$ 8,582,541	$ 2,042,686	$ 1,995,474	$ 752	$ 594,023	$ 98,719,663	$ 10,597,549	$ 122,532,688	$ 21,817,551
REVENUES	$ 73,215,594	$ 3,321,470	$ 12,486,865	$ 8,782,613	$ 2,365,267	$ 3,497,628	$ 385,010	$ 104,054,446	$ 88,069,953
EXPENDITURES	$ 74,577,325	$ 4,117,380	$ 13,335,506	$ 5,374,761	$ 2,167,660	$ 66,693,129	$ -	$ 166,265,761	$ 86,237,127
Other Sources / (Uses)	$ 4,597,120		$ 260,000			$ (4,857,120)		$ -	$ 4,597,120
ENDING BALANCE	$ 11,817,931	$ 1,246,775	$ 1,406,833	$ 3,408,604	$ 791,630	$ 30,667,043	$ 10,982,559	$ 60,321,373	$ 28,247,498
REVENUES OVER EXPENDITURES	$ 3,235,390	$ (795,911)	$ (588,641)	$ 3,407,852	$ 197,607	$ (68,052,620)	$ 385,010	$ (62,211,315)	$ 6,429,947



DOWNERS GROVE SCHOOL DISTRICT #58
Investment Listing
June 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
Money Market							
PMA LIQ/MAX Account	Monthly	ED	$ 54719.49	0.26%	3.57	N/A	N/A
		CR	20600669.04	99.74%			
			20,655,388.53	100.00%			
Hinsdale Bank & Trust	Monthly	MR	1,597,884.97	100.00%	3.83	N/A	N/A
Illinois Portfolio, IIIT Class	Monthly	ED	41146.97	39.00%	3.66	N/A	N/A
		O&M	11605.51	11.00%			
		SF	3165.15	3.00%			
		IMRF	3165.15	3.00%			
		FICA	2110.15	2.00%			
		WC	44312.08	42.00%			
			105,505.01	100.00%			
Goldman Sachs	Monthly	ED	22488711.8	75.55%	3.53	N/A	N/A
		O&M	1004851.43	3.38%			
		DS	1,354,720.42	4.55%			
		Trans	4,001,327.89	13.44%			
		IMRF	385,266.53	1.29%			
		FICA	401,664.09	1.35%			
		WC	131,911.91	0.44%			
			29,768,454.07	100.00%			
Total Money Market			**52,127,232.58**				
Certificates of Deposit							
Solera National Bank, CO	Semi-annual	CR	matured	100.00%	4.007	05/16/25	06/30/26

DOWNERS GROVE SCHOOL DISTRICT #58
Investment Listing
June 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
Winchester Savings Bank, MA	Semi-annual	CR	matured	100.00%	3.988	05/16/25	06/30/26
Baxter Credit Union, IL	Semi-annual	CR	matured	100.00%	3.988	05/16/25	06/30/26
Cornerstone Bank, NE	Semi-annual	CR	matured	100.00%	4.028	05/16/25	06/30/26
Hinsdale Bank & Trust Co. NA, IL	Semi-annual	CR	5,750,000.00	100.00%	3.950	05/16/25	07/31/26
Premier Bank, IA	Semi-annual	ED	230,000.00	100.00%	3.643	05/26/26	04/28/27
GBank, NV	Semi-annual	ED	241,300.00	100.00%	3.787	05/26/26	04/28/27
F&M Bank, OK	Semi-annual	ED	201,700.00	100.00%	3.643	05/26/26	04/28/27
Luana Savings Bank, IA	Semi-annual	ED	241,600.00	100.00%	3.700	05/26/26	04/28/27
Financial Federal Bank, TN	Semi-annual	ED	241,500.00	100.00%	3.760	05/26/26	04/28/27
Mission National Bank, CA	Semi-annual	ED	201,000.00	100.00%	3.643	05/26/26	04/28/27
Bank of China, NY	Semi-annual	ED	241,600.00	100.00%	3.655	05/26/26	04/28/27
West Texas State Bank, TX	Semi-annual	ED	241,500.00	100.00%	3.712	05/26/26	04/28/27
First State Bank and Trust Company, MO	Semi-annual	ED	200,000.00	100.00%	3.643	05/26/26	04/28/27
Loyal Trust Bank, GA	Semi-annual	ED	201,800.00	100.00%	3.641	05/26/26	04/28/27
First State Bank of DeQueen, AR	Semi-annual	ED	241,500.00	100.00%	3.710	05/26/26	04/28/27
BOM Bank, LA	Semi-annual	ED	241,500.00	100.00%	3.710	05/26/26	04/28/27

DOWNERS GROVE SCHOOL DISTRICT #58
Investment Listing
June 30, 2026

Name	Frequency of Interest Receipts	Fund	Amount	% allocated to fund	Rate	Purchased	Maturity
DMB Community Bank, WI	Semi-annual	ED	241,800.00	100.00%	3.648	05/26/26	04/28/27
Beverly Bank & Trust Company, IL	Semi-annual	ED	241,700.00	100.00%	3.667	05/26/26	04/28/27
Maple Mark Bank, TX	Semi-annual	ED	241,700.00	100.00%	3.645	05/26/26	04/28/27
Western Alliance Bank, CA	Semi-annual	ED	241,500.00	100.00%	3.758	05/26/26	04/28/27
Hinsdale Bank & Trust Company, IL	Semi-annual	ED	241,700.00	100.00%	3.667	05/26/26	04/28/27
Dundee Bank, NE	Semi-annual	ED	241,500.00	100.00%	3.753	05/26/26	04/28/27
Lake Forest Bank & Trust Company, IL	Semi-annual	ED	241,700.00	100.00%	3.667	05/26/26	04/28/27
Crystal Lake Bank & Trust Company, IL	Semi-annual	ED	241,700.00	100.00%	3.667	05/26/26	04/28/27
Barrington Bank & Trust Company, IL	Semi-annual	ED	241,700.00	100.00%	3.667	05/26/26	04/28/27
Total Certificates of Deposit			**10,650,000.00**				
Total Investments			$ **62,777,232.58**				

Totals by fund		
Ed	$	27484578.26
MR		1597884.97
O & M		1016456.94
SF		3165.15
DS		1354720.42
Trans		4001327.89

DOWNERS GROVE SCHOOL DISTRICT #58
Investment Listing
June 30, 2026

Name	Frequency of Interest Receipts	Fund		Amount	% allocated to fund	Rate	Purchased	Maturity
		IMRF		388431.68				
		FICA		403774.24				
		CP		0				
		CR		26350669.04				
		WC		176223.99				
		LS		0.00				
		Total	$	**62,777,232.58**				

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

	Fund Balance 6/30/25	Revenue M-T-D	Revenue Y-T-D	Expenditures M-T-D	Expenditures Y-T-D	Fund Balance 6/30/26
Educational Fund	$6,061,045.03	$27,423,704.44	$79,073,909.19	$14,101,315.79	$75,253,483.44	$9,881,470.78
Medical Insurance Reserve Fund	2241058.62	1,239,190.18	12,410,029.81	756,652.46	11,691,000.96	2,960,087.47
Operations & Maintenance Fund	1373650.09	1,498,007.76	3,334,156.39	356,910.37	4,148,265.03	559,541.45
Sinking Fund	657295.7	9.49	3,013.41	-	-	660,309.11
Debt Service Fund	1995474.08	6,478,774.93	12,486,838.97	6,580,795.84	13,335,505.71	1,146,807.34
Transportation Fund	-1099248	4,003,731.42	8,934,708.21	661,400.07	5,554,637.26	2,280,822.95
IMRF Fund	786036.19	314,683.34	749,871.12	113,863.46	958,953.23	576,954.08
FICA/Medicare Fund	-192013.6	918,459.57	1,618,086.82	208,479.21	1,208,707.19	217,366.03
Capital Projects Fund	-200617.22	2,250.00	1,496,766.83	-	-	1,296,149.61
Capital Referendum Fund	98920280.28	102,813.72	2,000,861.57	2,247,483.17	74,203,127.64	26,718,014.21
Working Cash Fund	11697549.68	107,874.43	385,008.46	-	-	12,082,558.14
Life Safety Fund	8,629.05	-	37.99	-	-	8,667.04
	$122,249,139.90	$42,089,499.28	$122,493,288.77	$25,026,900.37	$186,353,680.46	$58,388,748.21

Cash and Investments		
General Checking		($5,519,030.37)
Petty Cash		$1,250.00
Imprest		$5,475.22
Medical Insurance Account		$1,102,703.76
Flexible Reserve Account		$259,498.74
E-Pay Fee Account		$10,693.57
Forte Student Fee Account		$25,552.04
Investments:		
Money Market	52,127,232.58	
Certificates of Deposit	10,650,000.00	
Total Investments		62,777,232.58
Total Cash and Investments		$58,663,375.54
Other Assets and Liabilities		
Payroll Prepaids (Liabilities)		(274,627.33)
Fund Balance		$58,388,748.21

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

	Cash	Petty Cash	Imprest	Medical Insurance	Flexible Reserve	Illinois E-Pay Fees	Student Fees	Forte Student Fees	Investments	Total Cash & Investments	Payroll Liabilities/Prepaids	Other Assets/ Liabilities	Fund Balance
Cash and Investments per General Ledger:													
Educational Fund	($9,319,164.88)	$1,250.00	$20,775.40			($8,057.43)	($67,402.00)	$25,552.04	$27,484,578.26	$18,137,531.39	($256,060.61)	($8,000,000.00)	$9,881,470.78
Medical Insurance Reserve Fund				$1,102,703.76	$259,498.74				1,597,884.97	2,960,087.47			2,960,087.47
Operations & Maintenance Fund	62,590.33		-939.1						1,016,456.94	1,078,108.17	-18566.72	-500000	559,541.45
Sinking Fund	657,143.96								3,165.15	660,309.11			660,309.11
Debt Service Fund	(207,913.08)								1354720.42	1,146,807.34			1,146,807.34
Transportation Fund	197,865.92		-4523.86			18751	67,402.00		4001327.89	4,280,822.95		-2000000	2,280,822.95
IMRF Fund	688,522.40								388,431.68	1,076,954.08		-500000	576,954.08
FICA/Medicare Fund	(186,408.21)								403774.24	217,366.03			217,366.03
Capital Projects Fund	1,305,986.83		-9837.22							1,296,149.61			1,296,149.61
Capital Referendum Fund	367,345.17								26,350,669.04	26,718,014.21			26,718,014.21
Working Cash Fund	906,334.15								176223.99	1,082,558.14		$11,000,000.00	12,082,558.14
Life Safety Fund	8,667.04									8,667.04			8,667.04
Reconciled Cash and Investments	($5,519,030.37)	$1,250.00	$5,475.22	$1,102,703.76	$259,498.74	$10,693.57	-	$25,552.04	$62,777,232.58	$58,663,375.54	($274,627.33)	$0.00	$58,388,748.21

Prepared by: Terri Carby, CPA 7/7/26

Signed: Dr. Gregory Harris, Treasurer SD58

E-Learning in District 58

July 13, 2026

Tonight's Discussion

- The purpose and process for school districts in Illinois to maintain an E-Learning plan
- Our current practice and feedback from the field
- Discussion regarding the future use of E-Learning days in District 58

Purpose of an E-Learning Plan

- Piloted in 3 Illinois Districts beginning in 2015
- Required by ISBE in 2020 due to the pandemic and the need for remote learning across the state
- Collaborative creation following ISBE requirements between the District and its stakeholders
- Approval by the Board of Education - every 3 years
    - Current Plan was approved in July of 2024
- Annual review with staff
- Small adjustments can be made to an approved plan
    - i.e. Middle School Schedule change

Process of approval

- Review of current system to ensure we are meeting ISBE guidance
- Approval by the Board of Education following a public hearing
- Submission of the approved plan to the DuPage County Regional Office of Education
- Verification annually with the ROE for 3 years

Current Practice and Feedback from the field

- Construction schedules made the use of E-Learning days necessary over the last three years
  - During this time, we used E-Learning days as opposed to traditional snow days
- Feedback from Stakeholders
  - provides continuity of instruction
  - does not require us to add days at the end of the year
  - challenging for our youngest and most vulnerable learners
  - increased need for screen time during an E-Learning day
- Feedback from Staff:
  - E-learning is manageable
  - Delivered in a thoughtful professional manner

Looking Ahead: School Year 26-27

- Superintendent's Recommendation:
  - Return to normal operating procedures post construction
  - Continue to have multiple "tools" in the District's toolbox when school cannot take place in-person.
  - Shift back to a traditional school closure where the day is made up at the end of the year.
  - Continue to have an e-learning plan in place if needed.

- Summary: Use a traditional day off (made up at the end of the year) as the first choice and pivot to e-learning if needed (cold days, multiple days, etc.)

Downers Grove Grade School District 58

We Envision. We Seek. We Believe.

Discussion regarding the future use of E-Learning days in District 58

Downers Grove Grade School District 58

6/30/2026

List of Bills - Expenditures

Education Fund (Fund 10)			
	List of Bills	$	258,159.32
	Imprest Checks	$	20,498.05
	Revolving/Voucher	$	12,391.00
	District Credit Card	$	5,626.41
Operations & Maintenance Fund (Fund 20)			
	List of Bills	$	164,842.48
	Revolving/Voucher	$	2,928.39
	District Credit Card	$	-
	Imprest Checks	$	-
Debt Services (Fund 30)			
Bond Payment	List of Bills	$	6,580,795.84
Transportation Fund (Fund 40)			
	List of Bills	$	398,770.29
	Imprest Checks	$	278.55
IMRF (Fund 50)			
	List of Bills	$	-
FICA/Medicare Fund (Fund 51)			
	List of Bills	$	-
Site & Construction Fund/Capital Projects (Fund 60)			
	List of Bills	$	-
	Imprest Checks	$	-
Capital Referendum (Fund 61)			
	List of Bills	$	2,083,087.50
	Revolving Voucher	$	-
Working Cash Fund (Fund 70)			
	List of Bills	$	-
Fire & Safety Fund (Fund 90)			
	List of Bills	$	-
Medical Insurance Reserve Fund (Fund 13)			
	List of Bills	$	138,010.77
	Revolving Voucher	$	138,010.77
Sinking Fund (Fund 21)			
	Total	$	9,803,399.37

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

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

Downners Grove Grade School District 58

7/13/2026

List of Bills - Expenditures

Education Fund (Fund 10)		
List of Bills	$	745,900.22
Imprest Checks	$	-
Revolving/Voucher	$	65,558.30
District Credit Card	$	-
Operations & Maintenance Fund (Fund 20)		
List of Bills	$	21,756.47
Revolving/Voucher	$	-
District Credit Card	$	-
Imprest Checks	$	-
Debt Services (Fund 30)		
List of Bills	$	36,814.20
Transportation Fund (Fund 40)		
List of Bills	$	-
Imprest Checks	$	-
IMRF (Fund 50)		
List of Bills	$	-
FICA/Medicare Fund (Fund 51)		
List of Bills	$	-
Site & Construction Fund/Capital Projects (Fund 60)		
List of Bills	$	-
Imprest Checks	$	-
Capital Referendum (Fund 61)		
List of Bills	$	99,119.32
Revolving Voucher	$	-
Working Cash Fund (Fund 70)		
List of Bills	$	-
Fire & Safety Fund (Fund 90)		
List of Bills	$	-
Medical Insurance Reserve Fund (Fund 13)		
List of Bills	$	-
Revolving Voucher	$	-
Sinking Fund (Fund 21)		
Total	$	969,148.51

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

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

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

Personnel Report

Administrator - Assignment

	Effective	Location, Position	Salary
Allison Pitlock	8/3/2026	Herrick MS, Asst. Principal	$90,000.00

Administrator - Resignation

Kelly Novotny	6/17/2026	Herrick MS, Asst. Principal	

Certified Staff - Assignment

	Effective	Location, Position	Salary
Catherine Bross	8/17/2026	Indian Trail, Interventionist	$81,760.00
Olivia Bussean	8/17/2026	Hillcrest, Kindergarten	$58,400.00
Ethan Coronelli	8/17/2026	Herrick MS, General Music	$55,619.00
Claudia Dlugosz (Recall 0.7 to 1 FTE)	8/17/2026	Multiple, Orchestra	$58,400.00
Leilah Dudziak	8/17/2026	Indian Trail, Special Education, RISE	$77,867.00
Madison Hofland	8/17/2026	Indian Trail, Classroom	$55,619.00
Eric Kelly (0.5 FTE)	8/17/2026	Indian Trail, PE Teacher	$40,880.00
Lourdes Lopez	8/17/2026	Herrick, Spanish & Foreign Language Exploratory	$73,973.00
Amanda Matocha	8/17/2026	Highland, Resource	$81,760.00
Kelly Novotny	8/24/2026	Herrick, ELA	$126,811.00
Alexandra O’Connor	8/14/2026	O’Neill, EL Teacher	$81,760.00
Kathryn Quesnel (Transfer from Instructional Asst)	8/17/2026	Kingsley, Kindergarten	$83,984.00

Diana Santana	8/17/2026	Multiple, Speech Pathologist	$97,889.00

Certified Staff - Assignment - Continued

Lindsay Slovey	8/17/2026	O'Neill MS, Reading Spec/Resource	$62,293.00
Janelle Studebaker	8/17/2026	Kingsley, Special Education, BEST	$97,333.00

Certified Staff - Resignation

	Effective	Location, Position
Mindy Werner	6/9/2026	El Sierra, Speech Pathologist

Certified - Family Medical Leave of Absence

	Effective	Location, Position
Kristina Cardinal	01/07/2027	Belle Aire, Classroom Teacher
Danielle Cummings	11/3/2026	Herrick MS, Reading Specialist

Support Staff - Assignment

	Effective	Location, Position	Salary
Meghan Cheng	8/24/26	Fairmount, Registered Nurse	Pending Contract Approval
Katie Cicero (0.5 FTE)	8/24/26	Grove Preschool, Instructional Asst, PreK	Pending Contract Approval
Karen Freeman	8/24/26	Hillcrest, Instructional Asst, DLP	Pending Contract Approval
Kari Gregori (0.53 FTE)	8/24/26	Highland, Part-time Secretary	Pending Contract Approval
Barbara Martin-Gilleylen	6/10/26	District Office, Business Office Sec./Special Services Asst.	$22.50/hr
Katherine Laio (0.5 FTE to 1.0 FTE)	8/24/26	Pierce Downer, Instructional Asst, RISE	Pending Contract Approval
Michael McGrane (0.5 FTE to 1.0 FTE)	8/24/26	Hillcrest, Instructional Asst, DLP	Pending Contract Approval

Support Staff - Assignment - (continued)

	Effective	Location, Position	Salary
Deborah Mucciolo (0.53 FTE)	8/24/26	Hillcrest, Part-time Secretary	Pending Contract Approval
Nancy Perrino-Nolan	8/24/26	Pierce Downer, Instructional Asst, RISE	Pending Contract Approval
Shanthi Subramaniam	8/24/26	Indian Trail, Instructional Asst, RISE	Pending Contract Approval
Carolyn Tyrell (0.53 FTE)	8/24/26	Indian Trail, Part-time Secretary	Pending Contract Approval

Support Staff - Resignation

	Effective	Location, Position
Tara Jacobson	6/22/26	Indian Trail, Secretary
Jennifer O'Keefe	6/5/26	Kingsley, Instructional Asst, BEST

Custodial/Maintenance Staff - Assignment

	Effective	Location, Position	Salary
Elvis Sejko	7/15/26	Belle Aire, Head Custodian	Pending Contract Ratification

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

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

Justin Sisul, Assistant Superintendent for Personnel
jsisul@dg58.org | 630-719-5804

Memorandum

To: Board of Education
Dr. Kevin Russell

From: Justin Sisul, Assistant Superintendent for Personnel and Staff Development

Date: July 13, 2026

Re: Ratification of the DGCMA Contract

Background Information
The Downers Grove Custodial Maintenance Association (DGCMA) includes all custodial and maintenance staff in District 58 employed by District 58. The current collective bargaining agreement was negotiated in 2022 and was a four-year contract that expired on June 30, 2026.

A negotiations team from the DGCMA leadership and a team from the administration were identified in March 2026, and negotiations sessions began in April.

Administrative Considerations
After several productive and positive negotiation sessions, we have reached a tentative agreement. The agreement is a three-year contract between the Board of Education and the DGCMA. We believe that this contract is both a fair and generous contract for our custodial and maintenance staff members while protecting the interests of the District and taxpayers. It is within the financial parameters of the District's five-year financial plan. The DGCMA held a meeting for its membership on June 5th and ratified the contract by a majority vote of the membership present.

Recommendation
It is recommended that the Board vote to ratify the contract with the DGCMA.

CONTRACT

BETWEEN

THE DOWNERS GROVE CUSTODIAL MAINTENANCE ASSOCIATION IEA/NEA

&

THE DISTRICT 58 BOARD OF EDUCATION

2026 - 2029

TABLE OF CONTENTS

ARTICLE I

RECOGNITION

1.1 RECOGNITION

The Board of Education of Downers Grove Grade School District #58, DuPage County, Illinois (hereinafter referred to as the "Employer" or the "Board") recognizes the Downers Grove Custodial Maintenance Association, IEA-NEA (hereinafter referred to as the "Association") as the sole and exclusive bargaining representative for all full-time and part-time custodial, maintenance, and pony driver Employees (hereinafter referred to as the "Employee" or "Bargaining Unit Member") excluding the Director of Buildings and Grounds, Assistant Director of Buildings and Grounds, and other supervisors, managerial, confidential, and short-term Employees as defined in the IELRA.

1.2 DEFINITIONS

A. Employee

When used hereinafter in this Agreement, the term "Employee" or "Bargaining Unit Member" shall refer to a member of the bargaining unit described in Section 1.1 above.

B. Employer

The term “Employer” shall refer to the Board of Education or its designated administrators or supervisors as defined in the IELRA.

C. Full Time / Part Time

An Employee shall be deemed "full" or "part-time" as follows:

1) Full Time

An Employee shall be considered full-time if he/she is employed eight (8) hours per day, forty (40) hours per week.

2) Part Time

An Employee who is employed less than eight (8) hours per day or less than forty (40) hours per week shall be considered part time.

D. PROBATIONARY PERIOD

A new Employee shall be considered a probationary Employee until he/she completes a minimum probationary period of ninety (90) calendar days of employment. If the Board determines to extend the probationary period of the new Employee beyond the ninety (90) day period, it shall provide reasons for the extension to the affected Employee and the Association. Employees hired during the summer may have their probationary period extended up to thirty (30) calendar days. An Employee may be dismissed from employment at any time and for any reason during his/her probationary period.

1.3 POWERS AND DUTIES OF THE BOARD

The parties agree and acknowledge that the Board retains and reserves unto itself all powers and duties, including the responsibility and authority to manage and direct, on behalf of the public, all of the operations and activities of the School District to the full extent provided by federal and state law and regulation.

ARTICLE II

NEGOTIATION PROCEDURES

2.1 GOOD FAITH NEGOTIATIONS

The Board agrees to participate in good faith negotiations with the duly designated representatives of the Association.

2.2 POWER TO NEGOTIATE

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and Association for ratification.

2.3 COMMENCEMENT OF NEGOTIATIONS

Negotiations shall begin no later that April 1 for a successor agreement, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.

2.4 FINAL APPROVAL

When the Association and Board reach tentative agreement on all matters being negotiated, the items shall be submitted to the membership of the Association by the Association for ratification and to the Board for official approval.

2.5 MEDIATION

After a reasonable period of negotiation and within forty-five (45) days of the expiration of this Agreement, either party may determine that mediation is necessary. Under such circumstances, the parties shall request the appointment of a mediator from the Federal Mediation and Conciliation Service (FMCS). If the appointment of a mediator by FMCS cannot be made within three (3) weeks of the parties' request, the parties agree to select a mediator from a list provided by the American Arbitration Association. Nothing contained in this Section shall preclude the parties from mutually requesting mediation at other times or from mutually agreeing to another person to act as a mediator.

2.6 <u>CONTRACT - DISTRIBUTION</u>

Within thirty (30) days of ratification of the Agreement, an electronic copy will be made available to each member, as well as one printed copy for each building and the DGCMA Association president. All newly hired Employees shall be given a handout by the District explaining how to access a copy of the Agreement upon their employment.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 DEFINITIONS

A. A grievance is any claim by the Association or an Employee that there has been a violation, misinterpretation, or the misapplication of the terms of this agreement.

B. All the time limits shall be employment days except during the summer recess when days shall mean those when the business office shall be operating. Timelines may be extended upon the mutual agreement of all parties involved. The extension of timelines shall not establish precedent for future claims.

C. Association representative(s) shall have the right to be present and to represent the Association at any meeting, hearing, appeal or other proceedings relating to a grievance which has been formally presented. Nothing contained herein shall be construed as limiting the right of any Employee having a grievance to discuss the matter informally without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

3.2 PROCEDURE

The parties hereto acknowledge that it is usually most desirable for an Employee and his/her immediately involved supervisor to resolve problems through free and informal communications. When requested by the Employee, the building representative may accompany the Employee to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the Employee or the Association, a grievance may be processed as follows:

A. The filing of the grievance at this step shall be no later than fifteen (15) days following the occurrence complained of as the basis for the grievance or within fifteen (15) days of when the occurrence may reasonably be ascertained. The Employee or the Association may file the grievance in writing to the supervisor immediately involved who will arrange for a meeting to take place within four (4) days after receipt of the grievance. The Association's representative, the aggrieved Employee and the immediately involved supervisor shall be present for the meeting. The supervisor shall provide a written answer to the aggrieved Employee and the Association within ten (10) days after the meeting. This answer shall include the reasons for the decision.

B. If the grievance is not resolved at step #1, then the Association and/or the Employee shall refer the grievance to the Superintendent or official designee within six (6) days after receipt of the step #1 answer or within eleven (11) days after the step #1 meeting, whichever is the later. The Superintendent shall arrange for a meeting to take place within five (5) days of his/her receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have ten (10) days in which to provide his/her written decision with reasons to the Association or Employee.

C. If the Association is not satisfied with the disposition of the grievance at step #2 or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to final and binding arbitration. The American Arbitration Association shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the step #2 answer, then the grievance shall be deemed withdrawn.

1) Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

2) The arbitrator shall have no power to alter the terms of this agreement.

3) The arbitrator is empowered to include in any award such financial reimbursements or other remedies as he judges to be proper.

4) Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and of the AAA shall be divided equally between the Board and the Association.

5) If either party requests a transcript of the proceeding, the party shall bear the full costs for that transcript. If both parties order a transcript, the cost of the transcripts shall be divided equally between the Board and the Association as well as the cost of the copy of the transcript to be furnished to the arbitrator.

3.3 BYPASS TO ARBITRATION

If the Association and the Superintendent agree, step #1 of the grievance procedure may be bypassed and the grievance brought directly to step #2.

3.4 CLASS GRIEVANCE

Grievances involving more than one Employee at more than one building or more than one supervisor at more than one building and grievances involving an administrator above the building level may be initially filed by the Association at step #2.

3.5 NO REPRISALS

No reprisals of any kind shall be taken by the Board or the administration against any Employee because of his/her participation in this grievance procedure.

3.6 RELEASED TIME

Should the processing of any grievance require that an Employee or an Association representative be released from his/her regular assignment, (s)he shall be released without loss of pay or benefits.

3.7 FILING OF MATERIALS

All records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

3.8 GRIEVANCE WITHDRAWAL

A grievance may be withdrawn at any level without establishing precedent and shall be treated as though never filed.

3.9 GRIEVANCE ACCESS TO INFORMATION

Upon reasonable written request from the Association, the Board shall provide a copy of public information necessary for the Association to process a grievance, provided reasonable cost of reproduction of any such copy shall be borne by the Association.

ARTICLE IV

EMPLOYEE RIGHTS

4.1 BOARD / ADMINISTRATION HEARINGS

When an Employee is required to appear before the Board or the administration concerning any matter which could lead to formal disciplinary action (i.e., any discipline other than verbal), the Employee shall be entitled to have a representative of the Association present. Further, when an Employee is required to appear before the Board, he/she shall be advised in writing of the reasons for the requirement at least forty-eight (48) hours before the required appearance, except where an emergency or extraordinary situation exists and the Employee is required to appear before the Board as a result of such situation.

4.2 EMPLOYEE NOTIFICATION OF ASSIGNMENT

In the event that the administration needs to reassign an employee from his/her regular assignment for more than eight (8) hours (or the equivalent of one work day), the employee shall be provided written notice of the temporary change of assignment. Temporary change of assignment shall include only those assignment changes which exceed eight (8) hours and shall exclude summer schedules.

The administration shall first consider any employees who volunteer to change assignments, prior to assigning an employee to the open position. Before an Employee is permanently assigned to a new position, he/she shall be given ten (10) days written notice prior to the permanent change. Such notice shall include locations, work schedule, name of supervisor, and job description. An employee who is permanently assigned to a position in a different classification shall incur no loss of pay.

ARTICLE V

ASSOCIATION RIGHTS

5.1 BOARD MEETINGS - NOTIFICATION

The President of the Association or his/her designee shall be given written notice, which includes electronic notice, of any meeting of the Board and a copy of the agenda or statement of purpose of regular and special meetings, if there be such, twenty-four (24) hours prior to the scheduled time of such meetings. Written notice and agendas may be provided in an electronic format.

5.2 ACCESS TO INFORMATION

The Board shall provide the Association a copy of approved minutes of all Board meetings and District policies. Upon reasonable written request, the Board shall also furnish to the Association a copy of the tentative budget, annual budget, public and readily available financial reports and audits and a directory of personnel. Upon reasonable request, the Board shall provide a copy of public information necessary for the Association, which would affect the bargaining unit. The reasonable cost of reproduction of any such copy shall be borne by the Association.

5.3 PERTINENT INFORMATION - ASSOCIATION

The Board shall provide in response to reasonable written requests any information which may be necessary for the Association to process any grievance or complaint. The Board shall, upon request, furnish annual financial reports and audits; a register of personnel; tentative budgetary requirements and allocations; treasurer's reports; census and pupil membership data; names, addresses, seniority and experience credit of all Bargaining Unit Members; and compensation paid thereto.

5.4 NAMES AND ADDRESSES - NEW EMPLOYEES

Names and addresses of newly-hired Employees shall be provided to the Association within fourteen (14) days after the Board meeting authorizing their employment.

5.5 ASSOCIATION LEAVE

In the event that the Association desires to send representatives to local, state, or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary, providing the Association reimburses the District for the cost of the substitute(s), for up to two (2) days in any school term used for such purposes, and providing the Association gives, whenever possible, two (2) days advance written notice to the Superintendent or designee.

5.6 ASSOCIATION - BOARD POLICY CHANGES

The Board recognizes the importance of obtaining Association input with respect to the formulation or revision of policies affecting Employees' wages, hours, and other terms and conditions of employment not covered by this Agreement. The Board shall seek to do so prior to any final action being taken with respect to such formulation or revision. All revisions and additions to Board policy shall be forwarded to the Association President promptly following their adoption if not included in the data furnished pursuant to Article 5.2.

5.7 PAYROLL DEDUCTIONS

A. PROCEDURES FOR MEMBERSHIP AUTHORIZATION

Proper authorization for membership payroll deductions shall be the signature of the Employee on an authorization form submitted annually to the Superintendent or designee. The amount of dues to be deducted shall be annually certified within the first full week of September by the Association and its affiliates and submitted in writing to the Superintendent or designee. Such deductions will begin within one month of receipt of the annually certified list and shall conclude by June 30th.

B. PAYMENT TO THE ASSOCIATION

Authorizations submitted to the Superintendent or designee by the 15th of any month shall be effective by the first pay period of the following month. Such payroll deductions shall also be equally deducted over the remaining pay periods and remitted to the Association within ten (10) days following each pay period. The amount of the dues to be deducted shall not be changed more than once during any single school year. The Association, in accepting such lol dues, agrees to hold the Board harmless for all actions taken pursuant to this section, provided the Board shall have complied therewith.

ARTICLE VI

WORK YEAR, HOLIDAYS, AND VACATIONS

6.1 WORK DAY/WORK WEEK

A. FULL-TIME EMPLOYEES

Work Day: The standard work day for full time Employees shall be eight (8) hours of paid time, which excludes a duty-free lunch or dinner break of thirty (30) minutes. The standard work day shall include two fifteen (15) minute breaks every eight (8) hours of work. The breaks will be taken within the first 4 hours and the remaining 4 hours during the established shift. Break periods will not be within the first 30 minutes or last 30 minutes of a shift, and cannot be combined with the lunch/dinner break. Scheduling of breaks shall be made in collaboration with the building administrator or Assistant Director of Buildings and Grounds.

Work Week: The standard work week for all full-time Employees shall be forty (40) hours per week. The standard work week for all Employees shall begin 12:00:01 AM Monday.

Alternative work week schedules during the period of time when the school buildings are not occupied by students may be established by joint agreement between the administration and the association.

B. PART-TIME EMPLOYEES

Part-time Employees who work a minimum of four (4) hours per day, shall be granted one fifteen (15) minute break to be taken within the work shift. Part-time Employees who work six (6) consecutive hours shall be provided a duty-free lunch or dinner break of thirty (30) minutes. The lunch or dinner break shall not be included in the paid work time.

6.2 BREAK PERIOD

Employees shall be permitted to leave the building during any break period for which they have no assigned duties, provided prior notice is given to the Employees' supervisors or designee and the Employee returns in a timely fashion.

6.3 WORK YEAR

The work year for all Employees shall be from July 1 through June 30 and shall include paid holidays and vacation days.

6.4 HOLIDAYS

Full-time custodial/maintenance Employees shall be granted seventeen (17) paid holidays per year, as designated in the work calendar provided by the Superintendent or designee. Employees shall receive a calendar that indicates the paid holidays prior to the start of each work year.

If a holiday falls within an Employee's regularly scheduled vacation period, it shall not be counted as a vacation day.

A custodial/maintenance Employee whose presence is necessary because of an emergency or for the continued operation and maintenance of school facilities or property may be required to work on legal school holidays. Full-time Employees scheduled or requested to work on a holiday as defined in the work calendar shall be paid at a rate of two (2) times the Employee’s regular hourly rate.

6.5 OVERTIME

Full-time Employees scheduled for work in excess of the standard work day or standard work week shall be paid at the rate of one and one-half (1.5) times the Employee's regular hourly rate for such excess work. The standard work week shall be defined as a total of five (5) full days of attendance on the job or paid time off. In cases of emergency overtime work, the definition of normal work week shall not apply. All overtime hours must be approved in advance of the time worked by the Superintendent or designee.

Employees scheduled to work overtime have the option to adjust his/her shift to work consecutive hours on that work day. The employee will work in partnership with the administration to establish the work hours for the particular day. Employees working overtime will be entitled to an additional fifteen (15) minute paid break period for every four (4) hours of overtime worked.

Full-time Employees scheduled or requested to work on a holiday as defined in 6.4 shall be paid at a rate of two (2) times the Employee’s regular hourly rate.

When an Employee is called back to work due to an emergency, inclement weather operations, and/or an alarm call, said Employee will be guaranteed a minimum of two (2) hours paid and will complete job responsibilities related to the call during that time.

A rotating on-call schedule will be developed for maintenance mechanics to be on call for inclement weather (2 people.) During these times, the mechanics shall be prepared to respond to a call to report to work. If a mechanic is not scheduled to be on the rotation, they may be asked to report to work but may not be required to report to work.

Three employees shall be assigned to perform building checks on each occasion they are called for by the administration. Each employee will be assigned four or five sites, with Indian Trail and the DSC being considered one site. Compensation for completing one cluster of buildings will be three hours of overtime. The Director of Buildings and Grounds shall manage a rotating schedule of employees. Participation in weekend checks shall be considered voluntary unless a sufficient number of volunteers is unavailable. The Administration and the Association will establish a rotation for the assignment of building checks in the event that volunteers are unavailable.

6.6 VACATIONS

After ninety (90) days of employment, full-time Employees will earn one (1) vacation day for each full month of employment beyond the first ninety (90) days, to a maximum of ten (10) vacation days.

For computation of vacation, the first full year of employment begins on July 1 following the actual date of employment. During the first five (5) full years of employment, eligible full-time Employees will earn ten (10) vacation days. During the sixth full year of employment, eligible full-time Employees will earn one (1) additional day of vacation. An Employee will continue to earn one (1) additional day each year until he/she receives twenty (20) vacation days after fifteen (15) full years of employment.

Vacation days will be charged in quarter, half, three-quarter, and full-day increments.
Vacation days may not be held over from one fiscal year to the next. However, a maximum of one-half of vacation days earned in a fiscal year may be carried over to July 31st of the next fiscal year. If these days are not utilized by July 31st, they will be forfeited.

Vacation requests submitted by the employee will be approved or denied in a timely manner. If a request for use of vacation days is denied, a reason shall be provided.

Employees who are dismissed will be paid for any unused vacation days which have been earned during the fiscal year of termination.

ARTICLE VII

WORKING CONDITIONS

7.1 UNSAFE CONDITIONS

The Employer shall make every reasonable effort to ensure the health, safety, and well being of the Employee when assigning work. If the Employee becomes aware of a potentially unsafe or hazardous condition, the Employee shall report this situation to his/her immediately-involved supervisor who shall promptly investigate and respond appropriately. The supervisor will communicate with the Employee who made the report regarding action taken.

7.2 ASSAULT

A. PROTECTIONS

Assaults on Employees by students shall continue to be regarded by the Board as a matter of grave concern. The Board recognizes the lawful right of an Employee to protect him/herself or a student in case of an unavoidable physical assault and, as required by the School Code, shall provide indemnification and protection for claims and suits against the Employee.

B. NO WAGE PENALTY

Work time lost by the Employee because of an assault on the Employee which occurs within the scope of employment and within Board policy shall result in no loss of wages to the Employee, less any salary received from Workman's Compensation, and shall not be charged to the Employee's sick leave, provided this section shall cease to be operative sixty (60) calendar days following such assault.

7.3 SCHOOL CLOSING

When the schools and school offices are officially closed by the Superintendent and Employees are notified not to report to work, no paid leave days previously arranged by an Employee will be deducted for such emergency days. When Employees are notified that they are not required to report to work, they shall suffer no loss of pay.

In the event of an emergency school closing that includes all twelve (12) month Employees, any maintenance or custodial Employee who is requested to report for work that day by the Superintendent or designee and reports to work for a standard work day shall be entitled to a floating holiday on a date mutually agreed upon by the Employee and the Director of Building and Grounds. The floating holiday must be used by June 30 of the work year in which the Employee earned the floating holiday. Employees who do not report to work will be deducted either a personal day or a vacation day.

7.4 EMERGENCY PROCEDURES

In the event of a bomb threat, active shooter, or fire, employees shall render all possible aid in following established emergency response protocols. Employees will not be asked to search for bombs or active shooters, nor provide emergency response that would be expected to be provided by professional emergency responders such as fire and police.

7.5 ELECTRICAL, PLUMBING AND GAS REPAIRS

Employees shall not be assigned to do electrical, plumbing or gas repairs that would violate Illinois codes or statutes.

ARTICLE VIII

LEAVES

8.1 SICK LEAVE

A. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household, to include spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, children-in-law, stepchildren, ward, and legal guardians. All Employees shall notify their immediate supervisor or principal prior to their scheduled starting time in the event of illness. The Board may require a physician's certificate as a basis for pay during leave after an absence of three (3) days for personal illness or as it may deem necessary in other cases.

B. Sick leave benefits paid for full-time Employees shall be as follows:

1. 1.5 paid sick days per month (18 days per year) cumulative to 270 days. 270 days are the maximum that will be reported to IMRF. However, internally, sick days beyond 270 cumulative to 300 will be maintained for employees. Days beyond 270 that are not utilized prior to retirement or termination will be forfeited.

2. New Employees will earn sick leave at the date of employment on a pro-rata basis, i.e., those working partial year shall earn pro-rata sick leave days.

3. Custodial/maintenance Employees who have seventy-five (75) days accumulated sick leave credit will be granted one (1) day of additional vacation credit. The date of record for review of accumulated sick leave will be June 1 of each year.

C. Sick leave benefits paid for part-time Employees shall be as follows:

1. 10 days per year, cumulative to 180 days.

2. New Employees will earn sick leave at the date of employment on a pro-rata basis in the same units as worked, i.e., those working half-time shall earn half-time sick leave days.

D. An Employee's daily pay will be deducted for each day's absence for illness after accumulated sick leave has been exhausted, or for any unexcused absence. Individual attendance records for each Employee shall be kept in the Personnel Office.

E. Absences will be charged on quarter, half, three-quarter, or full-day increments. For any absence less than one quarter of an Employee's working day, the Employee will be charged one-quarter day.

8.2 PERSONAL LEAVE

A. Employees will be granted one (1) day of paid personal leave during the first three (3) years of service in the District. Thereafter, two (2) days of personal leave will be granted. Such leave shall accumulate as follows:

1-3 years	One day cumulative to three
4+ years	Two days cumulative to five

No reason for such personal leave need be given. Such leave shall be used for personal matters which cannot be attended to during non-work hours or days, and shall not be utilized to participate in a work stoppage or in any activity which shall result in compensation to the Employee from other than the Board.

B. Regular part-time Employees will be granted personal leave in the same units as worked, and as noted above, providing such leave meets with all provisions of this section.

C. Application for use of one (1) personal leave day shall be made on a designated form to the Superintendent or designee at least two (2) employment days prior to the desired onset of such leave, provided that, in an emergency, such application may be made at a later time with an explanation of the emergency. If there is a need to take two (2) or more personal leave days consecutively, the employee shall make application for such leave at least five (5) days prior to the desired onset of such leave.

D. No personal leave will be granted on the first five (5) or last five (5) student attendance days or on any working day bordering upon an approved holiday or vacation, provided this restriction shall not apply to recognized religious holidays or for emergencies approved at the discretion of the Superintendent or designee.

E. Personal leave will be charged in quarter, half, three-quarter, or full-day increments.

F. Unused personal leave days in excess of the allowable accumulation shall be added to the Employee's sick leave accumulation at the beginning of each year when new personal leave allotments are granted.

G. Employees may use personal leave for recognized religious holidays of the Employee's faith.

8.3 ACCIDENT LEAVE

Workers' compensation is carried for all Employees by the Board of Education. Employees will receive compensation in accordance with schedules and benefits formulated by the State of Illinois. Employees will retain the workers' compensation payments. Employees may choose to receive only the workers' compensation benefits or to supplement such workers' compensation benefits with their accumulated paid sick leave in order to receive their full salary.

8.4 BEREAVEMENT LEAVE

A. In case of death in the non-probationary Employee's immediate family, a maximum of four (4) days absence shall be allowed at full pay. Any time required beyond four (4) days shall be assessed against the accumulated sick leave, for a maximum of (60) sick leave days. The immediate family shall be defined as spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, children-in-law, stepchildren, ward, and legal guardian.

B. For the purpose of attending the funeral of any other non-immediate family, a non-probationary Employee shall be allowed a maximum absence of three (3) days without loss of salary. The non-immediate family shall be defined as grandparents-in-law, guardians of the Employee's spouse, step grandchildren, uncles and aunts, and cousins of the first degree.

C. Friends are not considered to be immediate or non-immediate family. Time off without pay or personal leave will be allowed for this purpose.

D. When submitting requests for use of bereavement days, the relationship of the Employee to the deceased shall be stated.

8.5 GENERAL UNPAID LEAVES

Special leaves of absence without pay for up to one (1) year may be approved and granted at the discretion of the Board. Any such leaves granted shall be of no precedential force or effect.

8.6 JURY SERVICE

An Employee who is called for jury duty or, pursuant to a subpoena issued by the clerk of a court and served on such Employee, attends as a witness upon trial or to have his or her deposition taken in any school related matter pending in court, shall promptly notify his/her immediate supervisor of such notification. The Employee will suffer no loss of sick leave, personal leave, or pay while fulfilling the above duties when appropriate proof of time served is furnished.

ARTICLE IX

EMPLOYEE EVALUATION

9.1 PURPOSE OF EVALUATION

The primary purpose of Employee evaluation shall be to provide feedback on performance of employment responsibilities.

9.2 EVALUATION PROCEDURE

Custodial Employees will be evaluated on an annual basis in partnership between the building administrators (principal/assistant principal) and Buildings and Grounds administrators (director/assistant director). Maintenance Employees will be evaluated on an annual basis by the Assistant Director of Buildings and Grounds with input from appropriate personnel. If the administrator determines to evaluate an Employee on a biennial basis, the Employee shall be notified by October 1. Evaluations will be reduced to writing on the appropriate document for each job classification and will be completed prior to May 15. The evaluation will be discussed with the Employee, and the written report will become a part of the Employee's personnel file. If the evaluator believes the Employee is doing unacceptable work, the reason(s) will be set forth, together with any suggestions a supervisor may have for improvement or remediation.

9.3 EMPLOYEE'S RIGHT TO RESPOND

Following the post-evaluation conference, the Employee shall sign and be given a copy of the evaluation report prepared by the evaluator. In no case shall the Employee's signature be construed to mean that he/she necessarily agrees with the contents of the evaluation, only that they have been discussed. An Employee may submit additional comments to the written evaluation if he/she so desires within thirty (30) calendar days from the receipt of the written evaluation. The Employee's comments are to be placed in the Employee's personnel file.

ARTICLE X

PERSONNEL FILE

10.1 CONDITIONS AND PROCEDURES FOR PLACEMENT OF MATERIALS IN FILE

Each Employee's official personnel file shall be maintained in the Administrative Service Center and shall contain all Employee evaluation reports and information which serves as a basis for discipline of such Employee. Prior to placing such evaluation reports and information in an Employee's official personnel file, a copy shall be given to the Employee who shall acknowledge receipt. The Employee’s signature indicates only that the Employee has received a copy of the report(s) and/or information, but not that the Employee agrees with the information.

10.2 RIGHT TO RESPOND TO MATERIALS IN FILE

An Employee shall have the right to submit a written statement explaining his/her position with respect to any document in his/her file within thirty (30) calendar days from the date a copy of the document was first provided to the Employee, and, if submitted, the Employee's statement shall be attached to the disputed portion of the personnel record.

10.3 RIGHT TO EXAMINE FILE

An Employee shall be entitled to review his/her personnel file during regular business hours by making an appointment therefore with the Assistant Superintendent for Personnel or designee. At the Employee's request, a representative of the Association may accompany the Employee in this review. Upon request, the Board will reproduce one (1) printed copy or provide an electronic copy of all or any part of the materials in the Employee’s personnel file except as provided in Section 10 of the Illinois Personnel Record Review Act (820 ILCS 40/10).

ARTICLE XI

EMPLOYEE PROTECTION

11.1 DISCIPLINE

The Board agrees with the tenets of progressive and corrective discipline, including, but not limited to, oral reprimand, written reprimand, suspension with or without pay, holding on step, and discharge. The Board retains the right to by-pass general progressive discipline steps when deemed necessary by the Board in its sole and exclusive discretion.

ARTICLE XII

SENIORITY

12.1 DEFINITION OF SENIORITY

Seniority shall be defined as the length of continuous service within the District as a member of the bargaining unit in one of the designated categories set forth in Section 12.2 below. Probationary Bargaining Unit Members shall have no seniority until the successful completion of the probationary period, at which time their seniority shall revert to their first day of work. In the event that more than one individual Bargaining Unit Member has the same length of continuous service in the District, position on the seniority list shall be determined by drawing lots. For full-time employment for less than a full-year's service, seniority credit shall be prorated.

12.2 CATEGORIES WITHIN BARGAINING UNIT

For the purpose of this Agreement, all Bargaining Unit Members shall be placed in one of the following categories based on their current assignments:

A. Custodian / Pony
B. Head Custodian
C. Maintenance Mechanic

An Employee with seniority in one category may not exercise such seniority in any other category pursuant to any provision of this Article. If an Employee is transferred to another category voluntarily, the Employee's seniority status shall not be carried to the new category. If an Employee is involuntarily transferred to another category, the Employee shall maintain his/her seniority in the new category. Seniority credit earned previously in the original category will be maintained at that level in the original category.

12.3 MAINTAINING AND POSTING OF SENIORITY LISTS

The Superintendent or designee shall prepare, maintain, and post a seniority list showing seniority by classification of all non-probationary, full-time Employees. The initial seniority list shall be prepared and posted conspicuously in all buildings of the district prior to February 1st. A copy of the seniority list and subsequent revisions shall be furnished to the Association.

The Association and each Employee shall have until February 15 to file objections to the list in writing with the Superintendent or designee. The objection shall specify any alleged errors. The Association and Employee shall be prohibited thereafter from challenging the rankings until the posting of a seniority list in the following school year.

ARTICLE XIII

REDUCTION IN PERSONNEL, LAYOFF, AND RECALL

13.1 REDUCTION IN FORCE AND RECALL

A. If the Board determines to honorably dismiss its educational support personnel staff, reductions of non-probationary full-time Employees shall be made in reverse order of seniority within the separate categories set forth in Section C above, provided, however, that the Employee(s) with greater seniority within the category of position possess the skills, qualifications, and abilities necessary to fill the position(s) of the Employee(s) with less seniority within the category of position.

B. If a vacancy occurs for the following school term or within one (1) calendar year from the beginning of the school term following a staff reduction, the Board shall first offer reemployment to the Employee(s) laid off (by category) in the reverse order of the reduction, provided the Employee to be recalled is determined to possess the current skills, qualifications and abilities necessary to perform the work in the job to which recalled. This provision shall not apply to probationary or part-time Employees. An Employee so recalled shall not be deemed to have suffered a break in employment as a result of the staff reduction, but the Employee shall not accrue any benefits, including seniority, for the period of the reduction.

C. Notice of recall shall be sent to an Employee by certified mail (return receipt requested) to the last address submitted to the Board by the Employee. The Employee must notify the Board in writing, within ten (10) calendar days of mailing or within five (5) calendar days of receipt of the offer, whichever shall first occur, of the acceptance or rejection of any vacant position tendered to the Employee during the recall period. Any Employee who fails to notify the Board of his/her acceptance or rejection of a tendered position within the timelines set forth above shall be deemed to have waived his or her recall rights and will no longer be eligible for any other vacant positions that become available within the recall period.

D. Any full-time Employee whose service in the District has been terminated due to reduction in force shall have the option to continue insurance coverage in the District’s hospitalization major medical plan in accordance with any applicable Illinois or federal insurance continuation law (e.g., COBRA).

ARTICLE XIV

VACANCIES, PROMOTIONS, TRANSFERS

14.1 DEFINITION OF VACANCIES

When vacancies occur or new positions are created as determined by the Board, all such bargaining unit position notices shall be posted in all buildings. All qualified Employees shall be permitted to apply for any such job.

14.2 NOTICE

A. POSTING OF VACANCIES

Positions shall be posted at least ten (10) school days prior to being permanently filled. A copy of postings shall be emailed to the Association President.

B. NOTIFICATION TO APPLICANTS

The Employer shall provide verbal or written notice of its employment decision to each Employee interviewed for a vacancy within the bargaining unit.

ARTICLE XV

COMPENSATION AND RELATED PROVISIONS

15.1 LIFE INSURANCE

The Board shall provide for each full-time custodial/maintenance Employee $50,000 of term life insurance until the time of retirement or resignation.

15.2 HOSPITAL MAJOR MEDICAL INSURANCE

A. The Board shall pay 91% toward the total premium cost for health and major medical insurance for each full-time Employee electing individual coverage. Such coverage, including schedules of benefits, shall be outlined in the Employee Benefit Plan Document. With open enrollment for January 1, 2027, an Employee not currently enrolled in the Universal Plan shall be deemed ineligible for future enrollment.

B. The Board may establish and administer a wellness program with input from the Health & Wellness Committee. Employees who decline to participate in, fail to complete, or fail to satisfy the requirements of such a program may be required to pay a larger portion of the health insurance premium or be subject to a wellness premium surcharge as determined by the Board, notwithstanding the premium contribution provisions set forth above.

C. Single and family coverage for eligible Employees who participate in one of the District's medical insurance plans must be applied for at the time of employment or within thirty (30) days thereafter. If coverage is desired at a later date, the Employee may enroll during the open enrollment period or at a time that is considered a qualifying life event under IRS guidelines. When enrolling for family coverage, all members of the Employee's family are required to complete an insurance enrollment process.

Family coverage for eligible Employees is based on years of participation by the Employee according to the following schedule:

The Board of Education will pay:	The Employee will pay:
20% for the first year	80% for the first year
40% for the second year	60% for the second year
60% for the third year	40% for the third year
80% for the fourth year	20% for the fourth year
85% for the fifth year	15% for the fifth year

~~Employees for whom the Board paid the full premium, except for the $25 per month that is paid by the Employee prior to June 30, 2014 will be grandfathered and shall pay 5% of the total premium cost for individual health and major medical insurance coverage for family health insurance coverage. This section is effective only until December 31, 2026, after which it shall be of no further force or effect.~~

D. Coverage for prescription drugs shall be provided through a Pharmacy Benefit Manager (PBM). Prescriptions shall be paid in accordance with the tiers outlined in the Plan Document.

E. Any member electing Universal PPO coverage shall also pay a monthly spousal surcharge of $125. A member may be deemed exempt from paying this spousal surcharge if his or her spouse is unable to receive employer-provided health insurance at his or her place of employment. A signed affidavit attesting to this must be submitted to the District's Benefits Specialist annually upon open enrollment in order to avoid paying the surcharge. This surcharge will be in effect on January 1, 2027.

F. The Board's contribution towards each of health, dental, and vision insurance premiums shall not increase by more than 5% in any plan year. If the projected premium increase for any individual plan (health, dental, or vision) exceeds 5%, the Health and Wellness Committee (or another ad hoc committee as determined mutually by the Superintendent and the association leadership) shall meet by October 15th to develop plan design changes or cost-containment measures for the plan(s) sufficient to limit the Board's increase to 5%. Such measures may include, but are not limited to, adjustments to deductibles and out-of-pocket limits, network design, or surcharges. Any recommended plan agreed upon by the committee shall be subject to Board approval. If the committee does not reach agreement, or if an approved plan does not fully offset the amount above 5% for a given plan, the excess cost for that plan shall be borne by employees through premium contributions.

Notwithstanding prior language under this article, the employer and employee premium shares established pursuant to this provision shall supersede and govern for all subsequent plan years.

If one health insurance plan has a renewal above 5% but the aggregate increase across all health plans does not exceed 5%, this provision shall not apply.

This section shall not become valid until ratified by the District's three collective bargaining units.

15.3 DENTAL AND VISION INSURANCE

The Board shall provide for each full-time Employee individual and family dental and vision coverage. The Board will pay 90% of the premiums for each plan.

15.4 DENTAL INSURANCE

The Board shall provide for each full-time Employee individual and family coverage dental insurance premium at no cost to the Employee. A $2000 annual limit (excluding orthodontics) shall be imposed on the annual expenditure for each individual and dependent in the Employees' Dental Plan.

15.5 MILEAGE

Employees shall be paid at the Internal Revenue Service (IRS) rate per mile for all approved mileage to perform their assigned duties for the District.

15.6 PAY DATES

Payroll checks shall be distributed every two (2) weeks on Friday to all Employees. If a regular pay date falls on a holiday, then the Employee shall receive pay on the last work day preceding the scheduled pay date.

15.7 SALARY SCHEDULES

The salary schedule shall be as set forth in Appendix A, which is attached to and incorporated into this Agreement. From this amount, the Board shall deduct and pay to the Illinois Municipal Retirement Fund all contributions required by law.

15.8 COMPENSATION / TEMPORARY DUTIES ASSUMED

An Employee's pay rate shall not be reduced as the result of any temporary change in duties.

15.9 MANDATORY INSURANCE PROGRAM

If the State of Illinois creates an alternate mandatory benefit plan for medical/dental insurance, the Board and Association shall re-negotiate these benefits. Nothing herein shall require concessions by either party.

15.10 PREMIUM CONVERSION AND MEDICAL REIMBURSEMENT ACCOUNT

A. Employees may elect to tax shelter the portion they pay toward premiums for single or family medical/dental insurance coverage offered by the District in accordance with the District's Section 125 Cafeteria Plan.

B. In accordance with the terms set forth in the District's Section 125 Cafeteria Plan, Employees may elect during the Plan's annual open enrollment period to have specific amounts withheld from their paychecks on a pre-tax basis to fund medical and dependent care reimbursement accounts. The accounts may be used by Employees to reimburse themselves for eligible expenses for themselves and dependents as permitted by law, excluding medical/dental premiums.

C. Employees participating in this premium conversion or medical reimbursement account plans whose family/marital status changes during the plan year, in accordance with IRS regulations and the plan documents, may amend the amounts to be withheld not less than thirty (30) days prior to the change taking effect.

15.11 HEALTH AND WELLNESS COMMITTEE

A joint District Administration/Employee Health and Wellness Committee shall be established to review and monitor the cost and changes in the physician/hospital network and administrative services. All medical benefits as described in the Summary Plan Description Schedule of Benefits shall be in effect for the duration of this agreement.

The Committee shall meet not less than six (6) times per school year, unless otherwise agreed, to review information pertinent to the health and wellness benefits offered by the District to district employees. As appropriate, the Committee shall present a summary of their discussions to the Board based upon the consensus of the committee.

The purpose of this Committee shall include:

- Gather input on the current status of the District's health insurance, coverage, possible cost containment measures, review of carrier options, and discuss service of the current carrier.

- Review and recommend to the Board:
- Options for the creation of additional plans with different benefit structures and medical benefits
    - o Options for the development and implementation of cost containment measures and wellness programs

- Review annual audit of District's Medical Insurance Reserve Fund, including claims history, payouts, fixed costs, trend analysis, and rate history.
- Examine renewal rate projections.

- Building a working partnership between administration and the DGCMA for the purpose of educating all employees and ultimately controlling the overall insurance costs

The Health and Wellness Committee shall include the following members:

- Two (2) administrators
- Two (2) to Three (3) members from the DGCMA (custodial/maintenance)
- DGEEA (teachers) - number of members as determined by the DGEEA contract
- DGESP (educational support staff) - number of members as determined by the DGESP contract
- One (1) non-voting member from the Board of Education
- One (1) Committee Chair - Assistant Superintendent for Business

Each Association shall notify the Superintendent or designee of the individuals who will represent the respective Association annually, prior to the start of school each August. Any change in designee shall be provided in writing by the Association President to the Superintendent not less than fifteen (15) days prior to the change taking effect. A temporary alternate representative may attend any committee meeting on behalf of the designee.

Premiums will be established annually by the Board for each plan offered by the District. Premium contribution levels by the Board and employees shall be calculated in accordance with Article 15.2 of this Agreement.

ARTICLE XVI

RETIREMENT

16.1 RETIREMENT

Upon the retirement of any full-time Employee at a minimum age of 55 with twelve (12) years of service, the Board shall increase the salary for the final full year of service by 6%, provided the employee provides written notice no later than six (6) months prior to the date of retirement and the District does not incur additional costs as a penalty for granting the salary increase.

When determining approval of retirement benefits, the Administration may consider special circumstances related to confidential personnel matters involving individual Employees. Based on the circumstances provided by the individual, the Administration may accept a letter of intent to retire with fewer than six (6) months from the retirement date. The decision to approve retirement benefits will be based on the special circumstances and the discretion of the Administration.

16.2 ACCUMULATED SICK LEAVE

At the time of retirement, all remaining sick and personal days will be submitted to the Illinois Municipal Retirement Fund (IMRF) to be used for IMRF service credit.

16.3 POST RETIREMENT BENEFIT

Any member of the bargaining unit who 1) achieves at least 12 or more years of service with the District; 2) is at least 55 years of age; 3) has applied for and been approved for retirement pursuant to the rules and regulations of the Illinois Municipal Retirement Fund, and 4) provides written notice to the District no later than six (6) months prior to the date of retirement is eligible to receive a post retirement benefit of $3,000. Payment for the post retirement benefit will occur within 2 months after the employee’s retirement date.

ARTICLE XVII

EFFECT OF AGREEMENT

17.1 COMPLETE UNDERSTANDING

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of this Agreement.

17.2 SAVINGS CLAUSE

If any article, section, or provision of this Agreement is declared illegal or unenforceable by a court of competent jurisdiction, said article, section or provision shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and provisions shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or provision.

17.3 NO STRIKE ASSURANCES

During the term of this Agreement, neither the Association nor any member of the bargaining unit shall engage in, authorize, or instigate a strike, work slow-down, or other refusal to render full and complete services to the Board. In the event that a violation of the preceding provision occurs, the Association shall be informed by the Board and shall make every reasonable effort to end said violation. If the violation continues, the person(s) responsible shall be subject to disciplinary action to be determined by the Board.

ARTICLE XVIII

DURATION

18.1 DURATION

This agreement shall be effective on the date of its execution set forth below. The terms of the agreement shall be applied retroactively beginning July 1, 2026 and shall expire at 11:59 p.m. on June 30, 2030.

This Agreement made and executed this day of , 2026, by the duly authorized representatives of the parties designated below.

By: ____________________ Board President	By: ____________________ Association President
ATTEST:	ATTEST:
By: ____________________ Board Secretary	By: ____________________ Association Secretary

APPENDIX A
Salary 2026-2029

The starting salary for all Custodian/Maintenance employees shall be as follows:

STARTING SALARIES	Head Custodian	Maintenance	Custodian
2026-2027	22.70	23.48	18.60
2027-2028	23.38	24.18	19.16
2028-2029			

If a night custodian or part-time custodian assumes a head custodian role for a period of more than 20 days, they shall be compensated an additional $3.00/hour for that period of time.

All employees will have their salaries increased according to the schedules on the following pages, except those who have reached the salary caps:

	Salary Increase
2026-2027	**5%**
2027-2028	**3%**
2028-2029	**CPI (floor of 2%, ceiling of 4%)**

Additionally, the following one-time increases shall be applied in the 2026-27 year:
Custodians with 2 years of service as of July 1, 2026 will receive an additional $0.15 increase
Custodians with 3 years of service as of July 1, 2026 will receive an additional $0.30 increase
Custodians with 4 years of service as of July 1, 2026 will receive an additional $0.45 increase

In recognition of the impact of three years of significant construction and renovations in District 58, for the 2026-2029 contract years only, the following shall apply:

- Employees who have been with District 58 for 1-5 years as of June 30, 2026 will receive one additional floating holiday per year. The holiday must be used on a non-student attendance day, and may not be carried over into a subsequent year.
- Employees who have been with District 58 for 6+ years as of June 30, 2026 will receive two additional floating holidays per year. These holidays must be used on a non-student attendance day, and may not be carried over into a subsequent year.
- One time bonuses (not compounded into annual salary) shall be paid in December 2026 with the following parameters:
    - Employees hired prior to the commencement of Phase III construction but after the completion of Phase II construction shall receive a $200 bonus
    - Employees hired prior to the commencement of Phase II construction but after the completion of Phase I construction shall receive a $400 bonus
    - Employees hired prior to the commencement of Phase I construction shall receive a $600 bonus.

Salaries will be capped at the following hourly rates:

Head Custodian	Maintenance	Custodian
$35.20	$42.70	$25.00

APPENDIX B

DOWNERS GROVE CUSTODIAL/MAINTENANCE ASSOCIATION, IEA/NEA
DOWNERS GROVE GRADE SCHOOL DISTRICT 58

GRIEVANCE FORM

Grievance # ____________________________ Date ____________________________

Grievant: ______________________________ School/Location: __________________

Date of event, or date aware of event ____

NATURE OF GRIEVANCE:

ARTICLES OF THE AGREEMENT VIOLATED, MISINTERPRETED, OR MISAPPLIED:

RELIEF SOUGHT:

Signature of Grievant: ____

Date: _______________________

MEMORANDUM OF UNDERSTANDING

The Board of Education hereby acknowledges its practices, as set forth below, with respect to certain Association rights and privileges in the School District. The Board further agrees for the term of the Collective Bargaining Agreement to continue the following practices and to negotiate with the Association prior to implementing any changes in these practices.

1. Representatives of the Board and the Association shall schedule and meet on a monthly basis during the regular school year for the purposes of reviewing the administration of the Collective Bargaining Agreement and discussing and resolving matters of concern to the parties. If the parties agree, meetings may be postponed to the following month.

2. The Association may reasonably use, during non-work hours, District facilities for its meetings and District equipment in accordance with general Board policies and rules for facilities and equipment scheduling and usage.

3. Representatives of the Association shall be permitted to transact Association business on school property during non-work hours of Employees, provided the representatives adhere to the District's School Security Regulations upon entering District buildings.

4. The Association shall have the right to reasonable use of school mailboxes, interschool mail and Employee bulletin boards.

5. One (1) second shift Employee may be allowed a shift modification, with administrative approval, in order to participate in Collective Bargaining.

The above understandings shall not be incorporated in, nor become part of, the 2022-2026 Agreement between the parties. Additionally, the Association understands and acknowledges that these practices and understandings, and the procedures, workings and conclusions of the committees formed and meetings held hereunder, are not subject to the grievance and binding arbitration procedures set forth in Article III of the Agreement.

This Memorandum of Understanding is signed this 11th day of July, 2022.

____________________________	________________________________
President, DGCMA	Assistant Superintendent for Personnel

Exhibit B

RESOLUTION OF BOARD OF EDUCATION OF DOWNERS GROVE GRADE SCHOOL DISTRICT NO. 58 RATIFYING PROPOSED AMENDMENTS TO THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DuPAGE ARTICLES OF JOINT AGREEMENT

WHEREAS, the Board of Education of Downers Grove Grade School District 58 ("Board") is a member of the School Association for Special Education in DuPage ("SASED"); and

WHEREAS, at its June 10, 2026 meeting, the SASED Board of Directors approved proposed amendments to the SASED Joint Agreement/By-Laws by the required two-thirds (2/3) vote, a copy of which amendments are attached hereto as Exhibit A; and

WHEREAS, the proposed amendments to the SASED Joint Agreement/By-Laws, are to be effective upon ratification by two-thirds (⅔) of the member districts' boards of education, and are intended to enhance provisions regarding new member districts, remove outdated language relating to the Governing Board and Board of Directors, clarify terms pertaining to Board voting and attendance at Board meetings, add specific provisions relating to anticipated debt instruments and real estate transactions, clarify related terms, and comply with changes in applicable law (including, but not limited to, statutory changes relating to withdrawal); and

WHEREAS, pursuant to the terms of the current SASED Joint Agreement/ByLaws, proposed amendments become effective once ratified by at least two-thirds (2/3) of the SASED member district boards of education, including a member district's failure to act upon the proposed amendment and notify the Secretary of the Board of Directors within sixty (60) days from issuance of the notice of the proposed amendment; and

WHEREAS, the Board has reviewed and considered the proposed amendments to the Joint Agreement/By-Laws attached hereto as Exhibit A and has determined that the same are appropriate for ratification.

Exhibit B

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board as follows:

Section 1. The Board hereby approves and ratifies the proposed amendments to the Joint Agreement/By-Laws which are attached as Exhibit A.

Section 2. The Board directs its Superintendent to send to the Secretary of the SASED Board of Directors a copy of this Resolution as evidence of this Board's approval of the Joint Agreement/By-Laws.

Section 3. This Resolution shall be in full force and effect immediately upon its passage.

Member _________ moved that the foregoing resolution be adopted and Member __________ seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYES: ____

NAYS: ____

ABSENT: ____

The President declared the motion carried and the Resolution duly adopted.

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

By: ___________________________
President

Attest: ___________________________
Secretary

Date: ___________________________

Exhibit B

STATE OF ILLINOIS)
) SS
COUNTY OF DuPAGE)

CERTIFICATION

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

I do further certify that the foregoing constitutes a full, true and complete copy of the Resolution adopted by the Board at its meeting held on the 13th day of July 2026, said Resolution entitled:

RESOLUTION OF BOARD OF EDUCATION OF DOWNERS GROVE GRADE SCHOOL DISTRICT NO. 58 RATIFYING PROPOSED AMENDMENTS TO THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DuPAGE ARTICLES OF JOINT AGREEMENT

a true, correct and complete copy of which said Resolution as adopted at said meeting appears in the minutes of said meeting.

I do further certify that the roll call vote taken adopting said Resolution was conducted openly, that said meeting was called and held at a specified time and place convenient to the public, that said meeting was called and held in strict compliance with the provisions of the *Open Meetings Act* of the State of Illinois, as amended, and that the Board of Education has complied with all of the provisions of said *Act* and with all of the procedural rules of the Board.

IN WITNESS WHEREOF, I hereunto affix my official signature this 13th day of July, 2026.

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

____
Secretary

SASED BOARD OF DIRECTORS RESOLUTION
APPROVING PROPOSED AMENDMENTS
TO THE
SASED ARTICLES OF JOINT AGREEMENT

WHEREAS, the Board of Directors of the School Association for Special Education in DuPage ("SASED") has received proposed amendments to the SASED joint agreement; and

WHEREAS, the Board of Directors determined that certain amendments to the SASED Articles of Joint Agreement are warranted to enhance provisions regarding new member districts, remove outdated language relating to the Governing Board and Board of Directors, clarify terms pertaining to Board voting and attendance at Board meetings, add specific provisions relating to anticipated debt instruments and real estate transactions, clarify related terms, and comply with changes in applicable law (including, but not limited to, statutory changes relating to withdrawal), said proposed amendments appearing in annotated form on Exhibit A hereto; and

WHEREAS, the Board of Directors has determined that said amendments are beneficial to SASED and its member boards of education and are appropriate for approval by the Board of Directors and submission to the member boards of education for ratification in accordance with the SASED Articles of Joint Agreement.

NOW, THEREFORE, be it, and the same is hereby resolved by the Governing Board as follows:

Section 1. That the proposed amendments to the SASED Articles of Joint Agreement appearing in annotated form on Exhibit A hereto are hereby approved.

Section 2. That the Board of Directors recommends and requests that the SASED member boards of education ratify the proposed amendments appearing in redacted form on Exhibit A hereto by adopting the sample resolution attached hereto as Exhibit B.

Section 3. That the Executive Director is authorized and directed to transmit a copy of this Resolution, and Exhibits A and B, to all SASED member boards of education and their respective Superintendents of Schools for consideration and ratification by the member boards.

Section 4. That the Board of Directors requests that the member boards' Superintendents of Schools provide written notification of such ratification by returning a copy of the sample resolution attached hereto as Exhibit B, as approved by the member board, to the SASED Board of Directors Secretary.

Section 5. That this Resolution shall take effect upon its passage.

Member Johansen moved that the foregoing resolution be adopted and Member Zaher seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYES: SD 20, 25, 34, 45, 48, 60, 63, 66, 68, 88, 94, 180, 202

NAYS: None

ABSENT: 5

The Chairperson declared the motion carried and the Resolution duly adopted.

BOARD OF DIRECTORS OF THE SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE ("SASED")

BY: [signature]
Chairperson

ATTEST: [signature]
Secretary

DATE: 6-10-26

STATE OF ILLINOIS)
) SS
COUNTY OF DuPAGE)

CERTIFICATION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Directors of the School Association for Special Education in DuPage ("SASED") ("Board"), and as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete copy of the Resolution adopted by the Board at its meeting held on the 10th day of June 2026, said Resolution entitled:

SASED BOARD OF DIRECTORS RESOLUTION APPROVING PROPOSED AMENDMENTS TO THE SASED ARTICLES OF JOINT AGREEMENT

a true, correct and complete copy of which said Resolution as adopted at said meeting appears in the minutes of said meeting.

I do further certify that the roll call vote taken adopting said Resolution was conducted openly, that said meeting was called and held at a specified time and place convenient to the public, that said meeting was called and held in strict compliance with the provisions of the *Open Meetings Act* of the State of Illinois, as amended, and that the Board of Directors has complied with all of the provisions of said *Act* and with all of the procedural rules of the Board of Directors.

IN WITNESS WHEREOF, I hereunto affix my official signature this 10th day of June, 2026.

Secretary, SASED Board of Directors

Serya E Lowe
Secretary

EXHIBIT A

(Proposed Amendments to SASED Articles of Joint Agreement)

JOINT AGREEMENT/BY-LAWS FOR
SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE (SASED)

As adopted by the SASED Policy Board, April 30, 1981
Revised: Effective, February 23, 1982
Revised. Effective, November 22, 1982
Revised: Effective, July 1, 1991
Revised: Effective, December 14, 1993
Revised: Effective, July 1, 1997
Revised: Effective, May 28, 1998
Revised: Effective, January 27, 2003
Revised: Effective February 23, 2010
Revised: Effective July 1, 2015
Revised: Effective July 1, 2016
Revised: Effective May 1, 2023
Revised: Effective June 10, 2026

I. Name:

The name of the special education cooperative formed as a result of this joint agreement shall be: The School Association for Special Education in DuPage County, hereinafter called SASED.

II. Purpose:

The purpose of the cooperative formed as a result of this joint agreement shall be to provide special education programs and services to students enrolled in the public school districts that comprise SASED pursuant to Sections 3-15.14 and 10-22.31 of *The Illinois School Code*.

III. Membership:

A. Membership in this Cooperative, as of July 1, 1997, shall include the districts listed in Appendix A. Districts that become members of SASED pursuant to the terms of this Joint Agreement subsequent to July 1, 1997, shall be listed in Appendix B.

B. Membership in SASED shall be open to all public school districts in DuPage County and all public school districts contiguous to school districts within DuPage County. School Districts desiring to join SASED shall submit a request to the Board of Directors not later than January 1 of the year the district wishes to Join SASED. The request shall include information related to the district's size and special education needs. The request shall be granted or denied by a majority vote of the entire Board of Directors. The Board of Directors may grant the request on such terms and conditions as it deems appropriate, including the payment of a new member admission fee. In all cases, membership shall be conditioned on the express agreement of the Board of Education to abide by this Joint Agreement in its entirety.

Updates to Appendix B to reflect new member districts shall not be considered an amendment to this Agreement within the meaning of Section X. The Executive Director shall amend Appendix B upon the admission of a new member district.

C. The school districts that were members of SASED immediately preceding July 1, 1997, will share in the assets and liabilities of the Century Hill Educational Center (CHEC) Building as previously agreed in the Agreement for Deed, dated August 16, 1995, between the DuPage Intermediate Educational Cooperative (DIEC) and SASED ("CHEC Agreement") as may be amended. Any district joining SASED after July 1, 1997, shall not share in the assets and liabilities of the CHEC Building.

IV. Governing Board:

A. Membership: The Governing Board shall consist of a board of education member from each member district. The member district, by Resolution, shall designate its Governing Board representative and shall provide a copy to SASED's Governing Board Secretary. Additionally, each member district, by Resolution, shall designate a board of education member to serve as an Alternate Representative to attend Governing Board meetings in the event that the representative of the member district is unable to attend.

All terms will be for two years. Such appointments shall take place at a regularly scheduled meeting in May.

B. Officers: The officers of the Governing Board shall be a Chairperson, a Vice Chairperson and Secretary and shall be elected to one year terms at a Governing Board meeting held in May of each year. The Governing Board shall establish such other officers as it deems necessary. No officer shall receive any compensation. Upon advance approval by the Governing Board and upon submission of an itemized statement therefore, any officer may be reimbursed for cash actually expended by him/her in the performance of his/her duties in connection with SASED.

C. Voting: Each member of the Governing Board shall have one vote. In order to conduct business, a quorum of the Governing Board must be in attendance. The presence of over fifty percent (50%) of the Governing Board members shall constitute a quorum of the Governing Board. Unless otherwise provided by law or in this Joint Agreement/By-Laws, a majority of the votes cast (with a quorum being present) shall constitute action of the Governing Board.

D. Meetings: The Governing Board shall meet each school year during the month of May. If the annual budget is not approved at the May meeting, the Governing Board shall hold a meeting prior to September 1 to approve the annual budget. The Governing Board shall meet at a time and place established by its own action. The Governing Board shall establish a schedule of its regular meetings for the next school year at its May meeting. Special meetings may be called by the Chairperson or by any five (5) members of the Governing Board. Members of the Governing Board shall receive at least forty-eight (48) hours prior notice of all special meetings except in the case of emergencies. Meetings of the Governing Board shall be governed in accordance with the *Open Meetings Act, 5 ILCS 120/1 et seq.*

E. The duties of the Governing Board shall be as follows:

1. Shall be the final authority of SASED and shall conduct the affairs of SASED under the statutory authority granted in the *Illinois School Code.*

2. Shall serve as the Administrative Agent for SASED.

3. Shall adopt the annual budget, but may not levy taxes nor authorize the incurring of indebtedness which exceeds the annual budget.

4. Shall delegate operational responsibilities to the Board of Directors to conduct the business of SASED.

5. Shall approve employment of the Executive Director.

6. Shall consider all other matters placed on the agenda.

V. Board of Directors:

A. Membership: The Board of Directors shall consist of the superintendent from each member district. Elected Board of Education members may be designated as Alternate Representatives.

B. Officers: The officers of the Board of Directors shall be a Chairperson, a Vice Chairperson and Secretary; Officers shall be elected to one year terms at a Board of Directors Meeting held in May of each year. The Board of Directors shall establish such other officers as it deems necessary. No officer shall receive any compensation. Upon advance approval by the Board of Directors and upon submission of an itemized statement therefore, any officer may be reimbursed for cash actually expended by him in the performance of his duties in connection with SASED.

C. Voting: Each member of the Board of Directors shall have one vote. In order to conduct business, a quorum of the Board of Directors must be in attendance. The presence of over fifty percent (50%) of the Board of Directors members shall constitute a quorum of the Board of Directors. Unless otherwise provided by law or in this Joint Agreement/By-Laws, or by law, a majority of the votes cast (with a quorum being present) shall constitute action of the Board of Directors.

D. Meetings: The Board of Directors shall meet at least ten times per calendar year at a time and place established by its own action. The Board of Directors shall establish a schedule of its regular meetings for the next twelve (12) months at its June meeting. Special meetings may be called by the Chairperson or by any five (5) members of the Board of Directors. Members of the Board of Directors shall receive at least forty-eight (48) hours prior notice of all special meetings except in the case of emergencies. Meetings of the Board of Directors shall be governed in accordance with the *Open Meetings Act, 5 ILCS 120/1 et seq*.

E. The Board of Directors shall serve as the Executive Board of SASED as provided by Section 5/10-22.31 of the *Illinois School Code*. The Board of Directors shall manage and carry out the operations of SASED, unless otherwise provided by the Governing Board, and its duties, responsibilities, and authorities shall include, but not be limited to, the following:

1. To establish general policies to govern the operation of SASED and to monitor the implementation of those policies; such policies shall be in conformance with applicable provisions of Federal and State laws and rules and regulations.

2. To provide housing for staff and programs operated solely by the cooperative.

3. To employ necessary personnel, determine terms and conditions of employment, and approve employment contracts and collective bargaining agreements.

4. To establish an advisory council, Finance Committee, Policy/Governance Committee and such other committees and/or subcommittees as deemed necessary.

5. To approve contracts with various consultants, professionals and independent contractors when necessary to carry out the purposes of SASED.

6. To perform all other acts permitted by the *Illinois School Code* and the Joint Agreement/By-Laws unless otherwise provided by the Governing Board.

F. The Governing Board shall indemnify members of the Board of Directors and Executive Director for any and all liability that may arise when acting in the scope of their authority under the Joint Agreement/By-Laws.

VI. Executive Director:

The Chief executive officer of SASED shall be the Executive Director who shall report to the Governing Board and the Board of Directors. The Board of Directors shall establish the duties and responsibilities of the Executive Director. The Executive Director shall have such staff as is authorized by the Board of Directors.

VII. Facilities and Transportation:

A. Facilities:

Facilities required for any program operated by SASED shall be authorized and funded as determined by the Board of Directors.

B. Transportation:

Student transportation for special education programs shall be provided in conformance with general policies and procedures established by the Board of Directors.

VIII. Finance:

The Board of Directors shall have the authority to establish fiscal policies and procedures which shall be binding on all member districts of SASED. Such fiscal policies may include, but not be limited to:

A. Annual assessments/fees to member districts.

B. Special assessments/fees as approved by the Board of Directors.

C. Guidelines and priorities for the use of grant funds available for special education purposes.

D. Tuition and fee formulas and specific rates (surcharge for non-members).

E. Schedules for the completion of tuition bills, fiscal reports, etc.

F. Forms and procedures for contractual agreements.

G. Establish the fiscal year as commencing July 1.

The following information will be provided annually to all member districts: An annual presentation of SASED's fiscal year budget, and information regarding the calculation of member and usage fees.

IX. Withdrawal of Member District from SASED:

A. Procedures: Procedures for the withdrawal of a member board of education from SASED will be in accordance with the *Illinois School Code* (including Section 10-22.31) and consistent with the requirements and rules adopted by the Illinois State Board of Education within Title 23 of the Illinois Administrative Code.

B. Additional Conditions:

1. A member board that seeks to withdraw from SASED shall adopt a written resolution approving its withdrawal. Such written resolution shall state the proposed effective date of the withdrawal, the specific reason(s) for withdrawal, the benefits of withdrawal to the withdrawing board and its students, and the projected financial and educational impact of the proposed withdrawal upon SASED and the remaining member districts and their students.

2. The proposed effective date of withdrawal shall be July 1 of a future school year in accordance with the timelines set forth in this Agreement and *School Code* Section 10-22.31.

3. Within thirty (30) days after adopting the written withdrawal resolution, and no later than eighteen months (18) months prior to the proposed effective date of withdrawal, a member

board seeking withdrawal shall present such written resolution to the Chairperson of the SASED Board of Directors and the Chairperson of the Governing Board, the SASED Executive Director, and the Superintendents of Schools for the remaining member districts by certified mail, return receipt requested, or personal delivery with receipt.

4. For the hearing required by *School Code* Section 10-22.31, the member board seeking withdrawal shall send prior written notice of the hearing to the Chairperson of the SASED Board of Directors and the Chairperson of the Governing Board, the SASED Executive Director, and the Superintendents of Schools for the remaining member districts by certified mail, return receipt requested, or personal delivery with receipt.

5. The member board seeking withdrawal also shall comply with all other applicable procedures, timelines, and notice requirements set forth in governing statute(s) and regulations, including *School Code* Section 10-22.31 and any applicable rules adopted by the Illinois State Board of Education within Title 23 of the Illinois Administrative Code.

C. Disposition of Assets and Liabilities:

1. Except as may be otherwise provided in these Articles of Joint Agreement, and as a condition of withdrawal, a member board seeking withdrawal shall be deemed to irrevocably waive any interest in the assets of SASED, including but not limited to real property, buildings, equipment and materials, and funds, provided, however, that SASED shall return to the withdrawing member board any unspent Federal IDEA Part B Funds generated by students in the withdrawing member district (i.e., "carryover"). The member board seeking withdrawal shall remain liable for its share of any SASED liabilities that arose or accrued before the effective date of withdrawal.

2. Such liabilities shall include, but not be limited to notes, bonds, and debt certificates; retirement incentives and other costs related to staff retirements, including employer contributions or other payments to the Illinois Teachers' Retirement System or the Illinois Municipal Retirement Fund; and the contractual continued service of certificated staff employed for joint agreement programs as determined pursuant to Sections 14-9.01, 24-11 and 24- 12 of the *Illinois School Code.* Unless otherwise provided by these Articles of Joint Agreement or by law, the withdrawing member board's share of SASED liabilities shall be determined based on the withdrawing member board's district enrollment as a percentage of the total current enrollment of all member districts as identified in the most recent fall enrollment count submitted to ISBE for each member district prior to the effective date of withdrawal.

D. Specific Financial Provisions Related to Withdrawal:

1. CHEC Building: If one or more of the 15 district members listed on Appendix A, which were members of SASED on July 1, 1997, withdraws in compliance with the procedure outlined in this Joint Agreement, that district is entitled to its share of the CHEC Building as previously agreed to by DIEC and SASED in the CHEC Agreement as may be amended.

2. Other Real Property: Other than as stated above in subsection 1, a withdrawing district shall not be entitled to any share of SASED's real property assets.

3. Cash and Personal Property: A withdrawing district shall not be entitled to any portion of SASED cash reserves, fund balances or personal property upon withdrawal from SASED, provided, however, that SASED shall return to the withdrawing district any unspent Federal IDEA Part B Funds generated by students in the withdrawing member district (i.e., "carryover").

A member district that seeks to withdraw without providing timely notice of withdrawal will be liable for any and all resultant costs and liability due to the district's failure to give timely notice, including but not limited to the costs of any additional staff retained by SASED. In addition, a member district that fails to give timely notice of withdrawal shall forfeit all rights and interests in SASED real and personal property to which it would have been entitled upon withdrawal from SASED pursuant to this Article.

X. Amendments:

The following procedures shall be used in amending this joint agreement and by-laws:

A. A proposed amendment to this joint agreement may be submitted to the Board of Directors by any member district. Such proposed amendment must be in writing and must include an effective date and must be received by the Secretary of the Board of Directors at least the ten (10) calendar days prior to the date of the Board of Directors meeting at which the submitter wishes the proposed amendment to be considered.

B. If two-thirds of the Board of Directors members present and voting approve a proposed amendment, the proposed amendment shall be forwarded to the Board of Education of each member district of SASED for ratification.

C. A proposed amendment shall become effective upon its ratification by two thirds (2/3) of member districts' boards of education.

D. The ratification of a proposed amendment by a member district board of education shall be verified to the Board of Directors by written notification from the member district superintendent to the Secretary of the Board of Directors. A proposed amendment shall be deemed approved by the member district if the member district fails to take action on the proposed amendment and notify the Secretary of the Board of Directors of the district's vote within sixty (60) days after the Board of Directors forwards the proposed amendment to the member district.

XI. Member District Obligations:

A. Each member district expressly agrees:

1. To work cooperatively through SASED and its governing structure, pledging to accept the minimum standards, policies, procedures, and guidelines adopted by the Board of Directors of SASED.

2. To meet its financial commitments in a timely manner within guidelines established by the Board of Directors.

3. To cooperate with all monitoring activities implemented by the Board of Directors and accept such sanctions as imposed by the Board of Directors.

4. To adhere to the procedures and practices established by the Board of Directors regarding billing, grants, preapproval and claim forms, and any other items related to special education as outlined in this joint agreement, and as provided by federal and state laws, rules or regulations.

B. In addition, with regard to the debt instruments (e.g., bonds, notes, and/or debt certificates) to be issued during the 2026-2027 school year:

1. Each member district agrees to be jointly and severally liable for the payment of the debt instruments.

2. Each member district shall be obligated to pay the debt instrument based on its enrollment in SASED as a percentage of the total SASED enrollment of all member districts. The allocation of each member district will be recalculated every year as each members district's SASED enrollment, and as the percentage of all member districts' SASED enrollment, changes. Repayment of the debt instruments shall be accomplished via tuition rates established by the Board of Directors and paid by member districts and any participating non-member districts, such that each tuition bill includes payment for a portion of the annual debt service due on the debt instrument. Debt service amounts paid by participating non-member districts shall reduce the *aggregate* amount of debt service paid by the member districts.

3. Notwithstanding the above provision (and except as provided in subsection a below), a withdrawing member board shall repay its share of the outstanding debt instruments, determined as follows: The withdrawing member board's share shall be determined based on the withdrawing member board's average student enrollment in SASED programs over the 5-year period immediately before the debt instruments were issued as a percentage of all member districts' average student enrollment in SASED programs over the 5-year period immediately before the debt instruments were issued. The withdrawing member board shall have the option to pay its share of the outstanding debt instruments (i) on an annual basis, as a percentage of the annual debt service due on the debt instrument until the debt instrument is paid in full, or (ii) as a lump sum payment, as a percentage of all remaining debt service due on the debt instrument to maturity.

a. However, a member district will not be obligated to repay its share of the outstanding debt instruments upon withdrawal if all of the following criteria are met:

   i. On or before June 30, 2026, the member district serves a written Letter of Intent to Withdraw on the Executive Director, the Chairperson of the Governing Board, and the Chairperson of the Board of Directors; and
   ii. On or before December 31, 2026, the member district adopts a written resolution approving withdrawal effective July 1, 2028; and
   iii. The member district complies with the withdrawal provisions set forth in this Agreement and applicable law; and
   iv. The member district actually withdraws effective July 1, 2028.

b. If a member district elects to pursue withdrawal from SASED in accordance with Section XI(B)(3)(a) (above) and adopts the withdrawal resolution, the member district shall not be permitted to rescind its decision to withdraw from SASED.

XII. Dissolution of SASED:

SASED may be dissolved by the approval of a written resolution by all of the member boards of education. For dissolution to take effect, all such resolutions must be adopted within a twelve-month period. Dissolution will be effective on July 1 following the approval of a written resolution by all of the member boards, or on such other July 1 as all of the member boards' resolutions authorize. In the event of dissolution, the Joint Agreement's assets will be liquidated and the net proceeds thereof, after satisfaction of liabilities, distributed to the boards of education that were members of the Joint Agreement on the date when the last member board approved the written resolution for dissolution.

In the event SASED dissolves, SASED's assets will be distributed as follows:

A. The SASED buildings or real property will be offered for sale to the SASED's successor, if any ("Successor") or SASED's current member district/s, at the average appraised value based on a minimum of two appraisals with payment agreements interest free over a 15 or 20 year period.

   If the Successor or one of SASED's member districts does not purchase the building/s, the Board of Directors will place the site/s on the commercial market.

   After the property has been sold, the net proceeds will be distributed to the appropriate member districts utilizing the preceding average ten (10) year enrollment of the member districts. Those districts entitled to a share of improved or unimproved real property upon withdrawal from SASED pursuant to Article IX shall be entitled to a share upon dissolution.

   The education equipment and materials assigned to student programs will be transferred to the Successor with the stipulation that it is the Successor's intent to operate these programs for more than two (2) years. If no Successor exists, the equipment and material will be sold with non-program equipment and materials.

   Any non-program equipment and materials will be offered at an auction and assets distributed to the member districts utilizing the average preceding ten (10) year enrollment of the member districts.

B. Personnel reimbursement generated by SASED during the school year prior to dissolution will be distributed when forwarded by ISBE to the Regional Office of Education and flow to the Successor of that position (employee), if any, except for User Fee positions.

   Personnel Reimbursement for User Fee positions will be disbursed as follows:

   1. Program User Fee Teachers and Program User Fee Teacher Assistants (not one- to-one aides) will flow to the Successor with the stipulation that it is the Successor's intent to operate the programs for more than two (2) years based upon the five (5) year average user fee use for the position.

   2. The Reimbursement for the remaining User Fee positions will be distributed utilizing the average prior five (5) year enrollment of the member districts.

C. The SASED grant carryover funds will be allocated to member districts as determined by the Board of Directors, provided, however, that SASED shall return to each member district any unspent Federal IDEA Part B Funds generated by students in the member district (i.e., "carryover").

D. The self-insurance fund balance of SASED, if any, will be allocated for residual claims based on the current Plan Document (School Association for Special Education/DuPage County Health Care Plan) and any fund balance (residual or deficiency) be distributed/charged based on the employees participating in the SASED Health Care Plan, i.e., to the Successor at the time of dissolution.

E. Any remaining fund balances and/or deficits will be distributed and/or charged to SASED's current member districts utilizing the average prior ten (10) year enrollment of the member districts.

XIII. Professional Worker Teaching Schedule

Any full-time professional (i.e., "qualified") worker employed by SASED who spends more than fifty percent (50%) of his/her time in one member school district shall not be required to work a different teaching schedule than the other professional workers in that member district.

XIV. Effective Date:

This revised Joint Agreement will become effective upon passage and ratification by two thirds of the member districts.

APPENDIX A
MEMBER DISTRICTS OF SASED
AS OF JULY 1, 1997

Keeneyville Elementary School District 20

Benjamin School District 25

West Chicago Elementary School District 33

Winfield Elementary School District 34

Downers Grove Grade School District 58

Maercker School District 60

Cass School District 63

Center Cass School District 66

Woodridge School District 68

Puffer Hefty School District 69

Community High School District 94

Community High School District 99

Community Consolidated School District 180

Community Unit School District 201

Lisle Community Unit School District 202

APPENDIX B
MEMBER DISTRICTS OF SASED
AS OF JULY 1, 2004

Keeneyville Elementary School District 20

Benjamin School District 25

West Chicago Elementary School District 33

Winfield Elementary School District 34

School District 45, DuPage County

Salt Creek School District 48

Downers Grove Grade School District 58

Maercker School District 60

Cass School District 63

Center Cass School District 66

Woodridge School District 68

DuPage High School District 88

Community High School District 94

Community High School District 99

Community Consolidated School District 180

Community Unit School District 201

Lisle Community Unit School District 202

Elmhurst Community Unit School District 205

JOINT AGREEMENT/BY-LAWS FOR
SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE (SASED)

As adopted by the SASED Policy Board, April 30, 1981
Revised: Effective, February 23, 1982
Revised. Effective, November 22, 1982
Revised: Effective, July 1, 1991
Revised: Effective, December 14, 1993
Revised: Effective, July 1, 1997
Revised: Effective, May 28, 1998
Revised: Effective, January 27, 2003
Revised: Effective February 23, 2010
Revised: Effective July 1, 2015
Revised: Effective July 1, 2016
Revised: Effective May 1, 2023
Revised: Effective _______, 2026

I. Name:

The name of the special education cooperative formed as a result of this joint agreement shall be: The School Association for Special Education in DuPage County, hereinafter called SASED.

II. Purpose:

The purpose of the cooperative formed as a result of this joint agreement shall be to provide special education programs and services to students enrolled in the public school districts that comprise SASED pursuant to Sections 3-15.14 and 10-22.31 of *The Illinois School Code*.

III. Membership:

A. Membership in this Cooperative, as of July 1, 1997, shall include the Districts listed in Appendix A. Districts that become members of SASED pursuant to the terms of this Joint Agreement subsequent to July 1, 1997, shall be listed in Appendix B.

B. Membership in SASED shall be open to all public school districts in DuPage County and all public school districts contiguous to school districts within DuPage County. School Districts desiring to join SASED shall submit a request to the Board of Directors not later than January 1 of the year the district wishes to Join SASED. The request shall include information related to the district's size and special education needs. The request shall be granted or denied by a majority vote of the entire Board of Directors. The Board of Directors may grant the request on such terms and conditions as it deems appropriate, including the payment of a new member admission fee. In ~~but in~~ all cases, membership shall be conditioned on the express agreement of the Board of Education to abide by this Joint Agreement in its entirety.

Updates to Appendix B to reflect new member districts shall not be considered an amendment to this Agreement within the meaning of Section X. The Executive Director shall amend Appendix B upon the admission of a new member district.

C. The school districts that were members of SASED immediately preceding July 1, 1997, will share in the assets and liabilities of the Century Hill Educational Center (CHEC) Building as previously agreed in the Agreement for Deed, dated August 16, 1995, between the DuPage Intermediate Educational Cooperative (DIEC) and SASED ("CHEC Agreement") as may be amended. Any district joining SASED after July 1, 1997, shall not share in the assets and liabilities of the CHEC Building. ~~All districts that are members of SASED on the date that SASED acquires improved or unimproved real property after July 1, 1997 ("New Property"), will share in the assets and liabilities of that property.~~

IV. Governing Board:

A. Membership: The Governing Board shall consist of a board of education member from each member district. The member district, by Resolution, shall designate its Governing Board representative and shall provide a copy to SASED's Governing Board Secretary. Additionally, each member district, by Resolution, shall designate a board of education member to serve as an Alternate Representative to attend Governing Board meetings in the event that the representative of the member district is unable to attend.

~~The Governing Board will hold an organizational meeting prior to September 1, 2016. At that meeting, the Governing Board designate nine (9) of its members to serve until May 2017 and nine of its members to serve until May 2018. Thereafter, all~~ All terms will be for two years. Such appointments shall take place at a regularly scheduled meeting in May.

B. Officers: The officers of the Governing Board shall be a Chairperson, a Vice Chairperson and Secretary. ~~For the 2016-2017 school year, officers shall be elected at the organizational meeting held prior to September 1, 2016 to terms expiring in May 2017. Beginning in May 2017, officers~~ Officers shall be elected to one year terms at a Governing Board meeting held in May of each year. The Governing Board shall establish such other officers as it deems necessary. No officer shall receive any compensation. Upon advance approval by the Governing Board and upon submission of an itemized statement therefore, any officer may be reimbursed for cash actually expended by him/her in the performance of his/her duties in connection with SASED.

C. Voting: Each member of the Governing Board shall have one vote. In order to conduct business, a quorum of the Governing Board must be in attendance. The presence of over fifty percent (50%) of the Governing Board members shall constitute a quorum of the Governing Board. Unless otherwise provided by law or in this Joint Agreement/By-Laws, a majority of the votes cast (with ~~of~~ a quorum being present) shall constitute action of the Governing Board.

D. Meetings: The Governing Board shall meet each school year during the month of May. If ~~the annual budget for the 2016-2017 school year is not approved before July 1, 2016, the Governing Board shall approve the annual budget prior to September 1, 2016. Beginning with the 2017-2018 school year, if~~ the annual budget is not approved at the May meeting, the Governing Board shall hold a meeting prior to September 1 to approve the annual budget. The Governing Board shall meet at a time and place established by its own action. The Governing Board shall establish a schedule of its regular meetings for the next school year at its May meeting. Special meetings may be called by the Chairperson or by any five (5) members of the Governing Board. Members of the Governing Board shall receive at least forty-eight (48) hours prior notice of all special meetings except in the case of emergencies. Meetings of the Governing Board shall be governed in accordance with the *Open Meetings Act, 5 ILCS 120/1 et seq.*

E. The duties of the Governing Board shall be as follows:

1. Shall be the final authority of SASED and shall conduct the affairs of SASED under the statutory authority granted in the *Illinois School Code.*

2. Shall serve as the Administrative Agent for SASED.

3. Shall adopt the annual budget, but may not levy taxes nor authorize the incurring of indebtedness which exceeds the annual budget.

4. Shall delegate operational responsibilities to the Board of Directors to conduct the business of SASED.

5. Shall approve employment of the Executive Director.

6. Shall consider all other matters placed on the agenda.

V. Board of Directors:

A. Membership: The Board of Directors shall consist of the superintendent from each member district. ~~For the 2016-2017 school term, the Board of Control will designate nine (9) of its representatives to serve a one year term and nine (9) of its representatives to serve a two year term. Thereafter, all terms will be for two years. Such appointments shall take place at a regularly scheduled meeting in May. Beginning May 1, 2023, for any member district represented on the Board of Directors by a Board of Education member, the superintendent of each such member district will assume the representation for that district, with the transition in representation to be completed by August 1, 2023, regardless of term. Upon approval of the Board of Directors, a Board of Education member serving on the SASED Board of Control as of April 30, 2023 may continue to serve as the member district's representative to the Board of Directors for a definite, continued term as approved by the Board of Directors. After May 1, 2023, a member district may not designate a new Board of Education member as its representative to the SASED Board of Directors.~~ Elected Board of Education members may ~~continue to~~ be designated as Alternate Representatives with voting rights, or another administrator may attend meetings as a representative without voting rights.

B. Officers: The officers of the Board of Directors shall be a Chairperson, a Vice Chairperson and Secretary; Officers shall be elected to one year terms at a Board of Directors Meeting held in May of each year. The Board of Directors shall establish such other officers as it deems necessary. No officer shall receive any compensation. Upon advance approval by the Board of Directors and upon submission of an itemized statement therefore, any officer may be reimbursed for cash actually expended by him in the performance of his duties in connection with SASED.

C. Voting: Each member of the Board of Directors shall have one vote. In order to conduct business, a quorum of the Board of Directors must be in attendance. The presence of over fifty percent (50%) of the Board of Directors members shall constitute a quorum of the Board of Directors. Unless otherwise provided by law or in this Joint Agreement/By-Laws, ~~or by law,~~ a majority of the votes cast (with ~~of~~ a quorum being present) shall constitute action of the Board of Directors.

D. Meetings: The Board of Directors shall meet at least ten times per calendar year at a time and place established by its own action. The Board of Directors shall establish a schedule of its regular meetings for the next twelve (12) months at its June meeting. Special meetings may be called by the Chairperson or by any five (5) members of the Board of Directors. Members of the Board of Directors shall receive at least forty-eight (48) hours prior notice of all special meetings except in the case of emergencies. Meetings of the Board of Directors shall be governed in accordance with the *Open Meetings Act, 5 ILCS 120/1 et seq.*

E. The Board of Directors shall serve as the Executive Board of SASED as provided by Section 5/10-22.31 of the *Illinois School Code*. The Board of Directors shall manage and carry out the operations of SASED, unless otherwise provided by the Governing Board, and its duties, responsibilities, and authorities shall include, but not be limited to, the following:

1. To establish general policies to govern the operation of SASED and to monitor the implementation of those policies; such policies shall be in conformance with applicable provisions of Federal and State laws and rules and regulations.

2. To provide housing for staff and programs operated solely by the cooperative.

3. To employ necessary personnel, determine terms and conditions of employment, and approve employment contracts and collective bargaining agreements.

4. To establish an advisory council, Finance Committee, Policy/Governance Committee and such other committees and/or subcommittees as deemed necessary.

5. To approve contracts with various consultants, professionals and independent contractors when necessary to carry out the purposes of SASED.

6. To perform all other acts permitted by the *Illinois School Code* and the Joint Agreement/By-Laws unless otherwise provided by the Governing Board.

F. The Governing Board shall indemnify members of the Board of Directors and Executive Director for any and all liability that may arise when acting in the scope of their authority under the Joint Agreement/By-Laws.

VI. Executive Director:

The Chief executive officer of SASED shall be the Executive Director who shall report to the Governing Board and the Board of Directors. The Board of Directors shall establish the duties and responsibilities of the Executive Director. The Executive Director shall have such staff as is authorized by the Board of Directors.

VII. Facilities and Transportation:

A. Facilities:

Facilities required for any program operated by SASED shall be authorized and funded as determined by the Board of Directors.

B. Transportation:

Student transportation for special education programs shall be provided in conformance with general policies and procedures established by the Board of Directors.

VIII. Finance:

The Board of Directors shall have the authority to establish fiscal policies and procedures which shall be binding on all member districts of SASED. Such fiscal policies may include, but not be limited to:

A. Annual assessments/fees to member districts.

B. Special assessments/fees as approved by the Board of Directors.

C. Guidelines and priorities for the use of grant funds available for special education purposes.

D. Tuition and fee formulas and specific rates (surcharge for non-members).

E. Schedules for the completion of tuition bills, fiscal reports, etc.

F. Forms and procedures for contractual agreements.

G. Establish the fiscal year as commencing July 1.

The following information will be provided annually to all member districts: An annual presentation of SASED's fiscal year budget, and information regarding the calculation of member and usage fees.

IX. Withdrawal of Member District from SASED:

A. Procedures: ~~General:~~ Procedures for the withdrawal of a member board of education from SASED will be in accordance with the *Illinois School Code* (including Section 10-22.31) ~~See Sections 5/10- 22.31 and 5/7-6)~~ and consistent with the requirements and rules adopted by the Illinois State Board of Education within Title 23 of the Illinois Administrative Code.

B. Additional Conditions: ~~Procedures:~~

1. ~~Initiation of Withdrawal Process:~~ A member board that seeks to withdraw from SASED shall adopt a written resolution approving its withdrawal. Such written resolution shall state the proposed effective date of the withdrawal, the specific reason(s) for withdrawal, the benefits of withdrawal to the withdrawing board and its students, and the projected financial and educational impact of the proposed withdrawal upon SASED and the remaining member districts and their students.

2. The proposed effective date of withdrawal shall be July 1 of a future school year in accordance with the timelines set forth in this Agreement and *School Code* Section 10-22.31.

3. Within thirty (30) days after adopting the written withdrawal resolution, and no later than eighteen months (18) months prior to the proposed effective date of withdrawal, a member

board seeking withdrawal shall present such written resolution ~~and a petition to withdraw~~ to the Chairperson of the SASED Board of Directors and the Chairperson of the Governing Board, the SASED Executive Director, and the Superintendents of Schools for the remaining member districts by certified mail, return receipt requested, or personal delivery with receipt.

4. For the hearing required by *School Code* Section 10-22.31, the member board seeking withdrawal shall send prior written notice of the hearing to the Chairperson of the SASED Board of Directors and the Chairperson of the Governing Board, the SASED Executive Director, and the Superintendents of Schools for the remaining member districts by certified mail, return receipt requested, or personal delivery with receipt.

5. The member board seeking withdrawal also shall comply with all other applicable procedures, timelines, and notice requirements set forth in governing statute(s) and regulations, including *School Code* Section 10-22.31 and any applicable rules adopted by the Illinois State Board of Education within Title 23 of the Illinois Administrative Code.

~~2. Member Boards Concur: If all SASED member boards adopt written concurring resolutions agreeing to the proposed withdrawal, the withdrawing member board need not file a petition with the regional board of school trustees, or the applicable board(s) of school trustees or boards of education of the member districts, as may be applicable, seeking approval of the proposed withdrawal. Withdrawal will be effective on July 1 of the school year as proposed by the withdrawing member district in accordance with these Articles of Joint Agreement and following the approval of a written concurring resolution by all of the member boards. If all of the member boards adopt concurring resolutions, the withdrawing member board shall provide written notice of the approved withdrawal to the Illinois State Board of Education.~~

~~3. Member Boards Do Not Concur: If the SASED member boards do not adopt written concurring resolutions agreeing to the proposed withdrawal within one (1) year following the adoption of its written resolution approving withdrawal, the member board seeking withdrawal may appeal the disapproval to convene a hearing as set forth in applicable requirements of the Illinois School Code,105 ILCS 5/10-22.31(g). Such appeal shall be filed no later than fourteen (14) months following the member board's adoption of its written resolution approving the withdrawal. Withdrawal shall be effective on July 1 after approval of the withdrawal becomes final, or as may be otherwise provided under the *Illinois School Code*. In the event that the member board seeking withdrawal fails to file its petition with the regional board of school trustees, board(s) of school trustees or boards of education, as may be applicable, within fourteen (14) months following adoption of its written resolution approving withdrawal, the member board seeking withdrawal shall reinitiate the withdrawal process under subsection B.1 above.~~

C. Disposition of Assets and Liabilities:

Except as may be otherwise provided in these Articles of Joint Agreement, and as a condition of withdrawal, a member board seeking withdrawal shall be deemed to irrevocably waive any interest in the assets of SASED, including but not limited to real property, buildings, equipment and materials, and funds, provided, however, that SASED shall return to the withdrawing member board any unspent Federal IDEA Part B Funds generated by students in the withdrawing member district (i.e., "carryover"). The member board seeking withdrawal shall remain liable for its share of any SASED liabilities that arose or accrued before the effective date of withdrawal.

Such liabilities shall include, but not be limited to notes, bonds, and debt certificates; retirement incentives and other costs related to staff retirements, including employer contributions or other payments to the Illinois Teachers' Retirement System or the Illinois Municipal Retirement Fund; and the contractual continued service of certificated staff employed for joint agreement programs as determined pursuant to Sections 14-9.01, 24-11 and 24- 12 of the *Illinois School Code.* Unless otherwise provided by these Articles of Joint Agreement or by law, the withdrawing member board's share of SASED liabilities shall be determined based on the withdrawing member board's district enrollment as a percentage of the total current enrollment of all member districts as identified in the most recent fall enrollment count submitted to ISBE ~~last fall public school housing report~~ for each member district prior to the effective date of withdrawal.

D. Specific Financial Provisions Related to Withdrawal:

1. CHEC Building: If one or more of the 15 district members listed on Appendix A, which were members of SASED on July 1, 1997, withdraws in compliance with the procedure outlined in this Joint Agreement, that district is entitled to its share of the CHEC Building as previously agreed to by DIEC and SASED in the CHEC Agreement as may be amended.

2. Other Real Property: Other than as stated above in subsection 1, a withdrawing district shall not be entitled to any share of SASED's real property assets. ~~Improved and Unimproved Real Property (New Property): If a district that has a share in the New Property withdraws in compliance with the procedures outlined in this Joint Agreement, then that district is entitled to its share of the New Property based on the following formula:~~

   ~~District Enrollment~~ ~~Depreciated value of New Property (Effective end of fiscal year of withdrawal)~~

   ~~Total SASED Enrollment~~

3. Cash and Personal Property: A withdrawing district shall not be entitled to any portion of SASED cash reserves, fund balances or personal property upon withdrawal from SASED, provided, however, that SASED shall return to the withdrawing district any unspent Federal IDEA Part B Funds generated by students in the withdrawing member district (i.e., "carryover").

A ~~In summary a~~ member district that seeks to withdraw without providing ~~fails to provide~~ timely notice of withdrawal will be liable for any and all resultant costs and liability due to the district's failure to give timely notice, including but not limited to the costs of any additional staff retained by SASED. In addition, a member district that fails to give timely notice of withdrawal shall forfeit all rights and interests in SASED real and personal property to which it would have been entitled upon withdrawal from SASED pursuant to this Article.

X. Amendments:

The following procedures shall be used in amending this joint agreement and by-laws:

A. A proposed amendment to this joint agreement may be submitted to the Board of Directors by any member district. Such proposed amendment must be in writing and must include an effective date and must be received by the Secretary of the Board of Directors at least the ten (10) calendar days prior to the date of the Board of Directors meeting at which the submitter wishes the proposed amendment to be considered.

B. If two-thirds of the Board of Directors members present and voting approve a proposed amendment, the proposed amendment shall be forwarded to the Board of Education of each member district of SASED for ratification.

C. A proposed amendment shall become effective upon its ratification by two thirds (2/3) of member districts' boards of education.

D. The ratification of a proposed amendment by a member district board of education shall be verified to the Board of Directors by written notification from the member district superintendent to the Secretary of the Board of Directors. A proposed amendment shall be deemed approved by the member district if the member district fails to take action on the proposed amendment and notify the Secretary of the Board of Directors of the district's vote within sixty (60) days after the Board of Directors forwards the proposed amendment to the member district.

XI. Member District Obligations:

A. Each member district expressly agrees:

1~~A~~. To work cooperatively through SASED and its governing structure, pledging to accept the minimum standards, policies, procedures, and guidelines adopted by the Board of Directors of SASED.

2~~B~~. To meet its financial commitments in a timely manner within guidelines established by the Board of Directors.

3~~C~~. To cooperate with all monitoring activities implemented by the Board of Directors and accept such sanctions as imposed by the Board of Directors.

4~~D~~. To adhere to the procedures and practices established by the Board of Directors regarding billing, grants, preapproval and claim forms, and any other items related to special education as outlined in this joint agreement, and as provided by federal and state laws, rules or regulations.

B. In addition, with regard to the debt instruments (e.g., bonds, notes, and/or debt certificates) to be issued during the 2026-2027 school year:

1. Each member district agrees to be jointly and severally liable for the payment of the debt instruments.

2. Each member district shall be obligated to pay the debt instrument based on its enrollment in SASED as a percentage of the total SASED enrollment of all member districts. The allocation of each member district will be recalculated every year as each member district's SASED enrollment, and as the percentage of all member districts' SASED enrollment,

changes. Repayment of the debt instruments shall be accomplished via tuition rates established by the Board of Directors and paid by member districts and any participating non-member districts, such that each tuition bill includes payment for a portion of the annual debt service due on the debt instrument. Debt service amounts paid by participating non-member districts shall reduce the aggregate amount of debt service paid by the member districts.

3. Notwithstanding the above provision (and except as provided in subsection a below), a withdrawing member board shall repay its share of the outstanding debt instruments, determined as follows: The withdrawing member board's share shall be determined based on the withdrawing member board's average student enrollment in SASED programs over the 5-year period immediately before the debt instruments were issued as a percentage of all member districts' average student enrollment in SASED programs over the 5-year period immediately before the debt instruments were issued. The withdrawing member board shall have the option to pay its share of the outstanding debt instruments (i) on an annual basis, as a percentage of the annual debt service due on the debt instrument until the debt instrument is paid in full, or (ii) as a lump sum payment, as a percentage of all remaining debt service due on the debt instrument to maturity.

    a. However, a member district will not be obligated to repay its share of the outstanding debt instruments upon withdrawal if all of the following criteria are met:

        i. On or before June 30, 2026, the member district serves a written Letter of Intent to Withdraw on the Executive Director, the Chairperson of the Governing Board, and the Chairperson of the Board of Directors; and
        ii. On or before December 31, 2026, the member district adopts a written resolution approving withdrawal effective July 1, 2028; and
        iii. The member district complies with the withdrawal provisions set forth in this Agreement and applicable law; and
        iv. The member district actually withdraws effective July 1, 2028.

    b. If a member district elects to pursue withdrawal from SASED in accordance with Section XI(B)(3)(a) (above) and adopts the withdrawal resolution, the member district shall not be permitted to rescind its decision to withdraw from SASED.

XII. Dissolution of SASED:

SASED may be dissolved by the approval of a written resolution by all of the member boards of education. For dissolution to take effect, all such resolutions must be adopted within a twelve-month period. Dissolution will be effective on July 1 following the approval of a written resolution by all of the member boards, or on such other July 1 as all of the member boards' resolutions authorize. In the event of dissolution, the Joint Agreement's assets will be liquidated and the net proceeds thereof, after satisfaction of liabilities, distributed to the boards of education that were members of the Joint Agreement on the date when the last member board approved the written resolution for dissolution.

In the event SASED dissolves, SASED's assets will be distributed as follows:

A. The SASED buildings or real property will be offered for sale to the SASED's successor, if any ("Successor") or SASED's current member district/s, at the average appraised value based on a minimum of two appraisals with payment agreements interest free over a 15 or 20 year period.

If the Successor or one of SASED's member districts does not purchase the building/s, the Board of Directors will place the site/s on the commercial market.

After the property has been sold, the net proceeds will be distributed to the appropriate member districts utilizing the preceding average ten (10) year enrollment of the member districts. Those districts entitled to a share of improved or unimproved real property upon withdrawal from SASED pursuant to Article IX shall be entitled to a share upon dissolution.

The education equipment and materials assigned to student programs will be transferred to the Successor with the stipulation that it is the Successor's intent to operate these programs for more than two (2) years. If no Successor exists, the equipment and material will be sold with non-program equipment and materials.

Any non-program equipment and materials will be offered at an auction and assets distributed to the member districts utilizing the average preceding ten (10) year enrollment of the member districts.

B. Personnel reimbursement generated by SASED during the school year prior to dissolution will be distributed when forwarded by ISBE to the Regional Office of Education and flow to the Successor of that position (employee), if any, except for User Fee positions.

Personnel Reimbursement for User Fee positions will be disbursed as follows:

1. Program User Fee Teachers and Program User Fee Teacher Assistants (not one- to-one aides) will flow to the Successor with the stipulation that it is the Successor's intent to operate the programs for more than two (2) years based upon the five (5) year average user fee use for the position.

2. The Reimbursement for the remaining User Fee positions will be distributed utilizing the average prior five (5) year enrollment of the member districts.

C. The SASED grant carryover funds will be allocated to member districts as determined by the Board of Directors, provided, however, that SASED shall return to each member district any unspent Federal IDEA Part B Funds generated by students in the member district (i.e., "carryover").

D. The self-insurance fund balance of SASED, if any, will be allocated for residual claims based on the current Plan Document (School Association for Special Education/DuPage County Health Care Plan) and any fund balance (residual or deficiency) be distributed/charged based on the employees participating in the SASED Health Care Plan, i.e., to the Successor at the time of dissolution.

E. Any remaining fund balances and/or deficits will be distributed and/or charged to SASED's current member districts utilizing the average prior ten (10) year enrollment of the member districts.

XIII. Professional Worker Teaching Schedule

Any full-time professional (i.e., "qualified") worker employed by SASED who spends more than fifty percent (50%) of his/her time in one member school district shall not be required to work a different teaching schedule than the other professional workers in that member district.

XIV. Effective Date:

This revised Joint Agreement will become effective __________, 2026 ~~May 1, 2023~~ upon passage and ratification by two thirds of the member districts.

APPENDIX A
MEMBER DISTRICTS OF SASED
AS OF JULY 1, 1997

Keeneyville Elementary School District 20

Benjamin School District 25

West Chicago Elementary School District 33

Winfield Elementary School District 34

Downers Grove Grade School District 58

Maercker District 60

Cass School District 63

Center Cass School District 66

Woodridge School District 68

Puffer Hefty School District 69

Community High School District 94

Community High School District 99

Community Consolidated School District 180

Community Unit School District 201

Lisle Community Unit School District 202

APPENDIX B
MEMBER DISTRICTS OF SASED
AS OF JULY 1, 2004

Keeneyville Elementary School District 20

Benjamin School District 25

West Chicago Elementary School District 33

Winfield Elementary School District 34

School District 45, DuPage County

Salt Creek School District 48

Downers Grove Grade School District 58

Maercker District 60

Cass School District 63

Center Cass School District 66

Woodridge School District 68

DuPage High School District 88

Community High School District 94

Community High School District 99

Community Consolidated School District 180

Community Unit School District 201

Lisle Community Unit School District 202

Elmhurst Community Unit School District 205

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

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

Memorandum

To: Board of Education, Dr. Kevin Russell

From: Justin Sisul, Assistant Superintendent for Personnel
Gregory Harris, Assistant Superintendent for Business/CSBO

Date: July 13, 2026

Re: Food Service Management Company

Background:
Since the successful 2022 referendum, the Board of Education has strongly urged the District to implement a "satellite" food service model, whereby food service staff working in the kitchens at Herrick and O'Neill Middle Schools would prepare hot food that would be delivered to students at the 11 different elementary schools. Thanks to the community's support of the referendum and a DCEO grant from Rep. Stava's office, the infrastructure to accomplish this will be available this fall for the first time in the history of District 58.

Administrative Considerations:
The District put out a request for proposals (RFP) to help identify a new food service management company that could help implement the Board's vision. A small committee of administrators reviewed the seven voluminous responses to the RFP. Each response was scored on a rubric that included criteria such as cost, staffing, and menu. The committee also checked the references of the highest-scoring company by reaching out to other school districts in DuPage County and across the greater Chicagoland area. Following this process, the committee determined that Whitsons Culinary Group would be the best fit to help inaugurate a K-8 food service program in District 58. In addition to their track record of success in the food service arena, strongly positive references from nearby districts (Lemont, Maercker, Lombard, Keeneyville, etc.), and an impressive plan for moving District 58 forward, the committee highly valued their proposed per-meal cost of $4.79 for the next school year, which will prevent a steep increase in the paid meal rate for students.

Recommendation:
It is recommended that the Board of Education approve the agreement with Whitsons Culinary Group.

SECTION 26: Proposal Agreement

FSMC
Complete section below.

THE UNDERSIGNED HEREBY OFFERS to provide the services of an FSMC as specified in this proposal for the period of 7/1/2026 and ending 6/30/2027 This agreement shall be in effect for the period specified, not to exceed one year, and may be renewed by mutual agreement for four additional one-year Contract Terms.

I understand that the SFA reserves the right to reject any or all proposals, and that this proposal may not be withdrawn during a period of sixty (60) days from the time of opening of the proposal.

FURTHERMORE, I CERTIFY that, consistent with section 3 of this RFP, I have not exchanged any gratuities, favors, nor anything of monetary value with the SFA, and this proposal is made without prior understanding, agreement, or connection with any other Offeror submitting a proposal for the same type of service, and is in all respects fair and without collusion or fraud. I agree to abide to all term and conditions of this RFP and certify that I am authorized to sign the RFP for the Offeror.

FSMC Name Whitsons Nutrition, LLC.			
FSMC Street Address 1393 Veterans Memorial Highway 4th Floor	City Hauppauge	State NY	Zip 11788
Signature of Authorized Representative ➢		Date Signed *Mo./Day/Yr.* April 01, 2026	
Printed Name *First and Last* Paul Whitcomb	Title President & CEO		
Email Address whitcombp@whitsons.com	Phone *Area Code/No.* 631-424-2700	FAX *Area Code/No.* 631-424-2745	

SFA
Complete section below.

Awarding of the Contract

SFA by signing below is awarding the contract for this RFP to the Offeror of this proposal, herein referred to as "Selected FSMC". This proposal, all sections of the proposal, all terms and conditions, addendums, including any additional addendums mutually agreed to by both the SFA and Offeror will be incorporated into this Awarded Contract.

The undersigned hereby accepts Offeror's services of an FSMC as specified in this proposal for the period of 7/1/2026 and ending 6/30/2027 This agreement shall be in effect for the period specified, not to exceed one year, and may be renewed by mutual agreement for four additional one-year Contract Terms.

FURTHERMORE, I CERTIFY that, consistent with section 3 of this RFP, I have not received any gratuities, favors, nor anything of monetary value with the FSMC, and this proposal is made without prior understanding, agreement, or connection with any other Offeror submitting a proposal for the same type of service, and is in all respects fair and without collusion or fraud. I agree to abide to all term and conditions of this RFP and certify that I am authorized to sign the RFP for the SFA.

SFA Name DOWNERS GROVE GRADE SCHOOL DISTRICT 58			
SFA Street Address 850 CURTISS St, Ste 200	City DOWNERS GROVE	State IL	Zip 60515
Signature of Authorized Representative ➢ Dr. Kevin B. Russell		Date Signed *Mo./Day/Yr.* 7/7/26	
Printed Name *First and Last* Dr. Kevin B. Russell	Title Superintendent		
Email Address KRUSSELL@dg58.org	Phone *Area Code/No.* 630·719·5800	FAX *Area Code/No.*	

SECTION 22: Proposed Fixed Meal Rates

The SFA shall insert the Projected Annual Units and the Offeror shall insert their rate per unit. The SFA will verify and complete the estimated total for each meal type and calculate the total estimated amount of proposal.

This document contains a solicitation and Contract for the furnishing of management services for the operation of the nonprofit food service program(s) for the period beginning (7/1/2026) and ending on (6/30/2027) and sets forth the terms and conditions applicable to the procurement. Upon acceptance, this document and the RFP shall constitute the Contract between the offeror and the school food authority. The Offeror shall not plead misunderstanding or deception because of such estimate of quantities, or of the character, location, or other conditions pertaining to the solicitation/Contract.

Per Meal Prices must be a Firm Fixed Price Per Meal Rate and calculated as if no USDA commodities will be received.
No additional agreements, fees, costs, or expenses may be charged to the SFA above the total firm fixed price.

	Projected Annual Units	Rate Per Unit	Estimated Total***
School Nutrition Programs (SNP)*			
Reimbursable Breakfast w/ Milk	N/A		
Reimbursable Lunch w/ Milk**	88,000~	$4.7862	$421,185.60
A la Carte Meal Equivalent**	10,000	$4.7862	$ 47,862.00
Reimbursable After School Snack	N/A		
Special Milk Program (SMP)	N/A		
Management Fee per School Meal (Breakfast and Lunch)			

Child and Adult Care Food Program (CACFP)			
Reimbursable At-Risk After School Snack	N/A		
Reimbursable At-Risk After School Supper w/ Milk	N/A		
Reimbursable AM/PM Snack (Pre-K)	N/A		

Summer Food Service Program (SFSP)			
Reimbursable Breakfast w/ Milk	N/A		
Reimbursable Lunch w/ Milk	N/A		

Total Estimated Amount of Proposal $ 469,047.60

*May include SSO, refer to section 4 of the RFP
**Solicitation rates for SNP reimbursable Lunch and A la carte equivalency fee must be the same.
***All totals must be carried out to the second decimal place and must not be rounded.
~ The projected meal units is based on current program. Exhibit A-2 presents projections based on current percentage of eligibility participation. Exhibit A-2 projections are approximately 380,000 units.

Addenda Numbered 1 through 2 were received prior to the signing of this offer.

Whitsons Nutrition, LLC.
Name of Offeror

1800 Motor Parkway	Islandia	NY	11749
Street Address	City	State	Zip Code

By submission of this proposal, the Offeror certifies that, in the event the Offeror receives an award under this solicitation, the Offeror shall operate in accordance with all applicable current program regulations. This agreement shall be in effect for the period specified, not to exceed one year, and may be renewed by mutual agreement for up to four additional one-year Contract Terms.

May 01, 2026		President & CEO
Date	Signature of Offeror Paul Whitcomb	Title

SECTION 24: Certificate of Independent Price Determination

Certificate of Independent Price Determination (68-66)

ILLINOIS
STATE BOARD OF
EDUCATION

100 North First Street
Springfield, Illinois 62777-0001

CERTIFICATE OF INDEPENDENT
PRICE DETERMINATION

NUTRITION DEPARTMENT

Both the School Food Authority (SFA)/Sponsoring Organization (SO) and the Company (Offeror) shall execute this Independent Price Determination Certificate.

NAME OF COMPANY	NAME OF SCHOOL FOOD AUTHORITY/ SPONSORING ORGANIZATION
Whitsons Nutrition, LLC.	DOWNERS GROVE GRADE SCHOOL DISTRICT 58

A. By submission of this offer, the Offeror certifies, and in the case of a joint offer, each party thereto certifies as to its own organization, that in connection with this procurement:
   (1) The prices in this offer have been arrived at independently, without consultation, communication, or agreement for the purpose of restricting competition, as to any matter relating to such prices with any other Offeror or with any competitor.
   (2) Unless otherwise required by law, the prices which have been quoted in this offer have not been knowingly disclosed to the Offeror and will not knowingly be disclosed by the Offeror prior to opening in the case of an advertised procurement or prior to award in the case of a negotiated procurement, directly or indirectly to any other Offeror for the purpose of restricting competition.
   (3) No attempt has been made or will be made by the Offeror to induce any person or firm to submit or not submit an offer for the purpose of restricting competition.

B. Each person signing this offer on behalf of the Offeror certifies that:
   (1) He or she is the person in the Offeror's organization responsible within the organization for the decision as to the prices being offered herein and has not participated, and will not participate, in any action contrary to sections a through c above; or
   (2) He or she is not the person in other Offeror's organization responsible within the organization for the decision as to the prices being offered herein, but that he or she has been authorized in writing to act as agent for the persons responsible for such decision in certifying that such persons have not participated and will not participate in any action contrary to sections a through c above, and as their agent does hereby certify; and he or she has not participated, and will not participate, in any action contrary to the above.

TO THE BEST OF MY KNOWLEDGE, this Offeror, its affiliates, subsidiaries, officers, directors, and employees are not currently under investigation by any government agency and have not in the last three years been convicted of or found liable for any act prohibited by state or federal law in any jurisdiction, involving conspiracy or collusion with respect to bidding on any public contract, accepts as follows:

	President & CEO	April 01, 2026
Signature of Offeror's authorized representative	*Title*	*Date Signed*

Paul Whitcomb

IN ACCEPTING THIS OFFER, the SFA/SO certifies that no representative of the SFA has taken any action, which may have jeopardized the independence of the offer referred above.

Dr. Kevin R. Russell	Superintendent	7/7/26
Signature of SFA/SO authorized representative	*Title*	*Date Signed*

ISBE 68-66 (11/24)

.d-Rigging Certification (68-65)

ILLINOIS STATE BOARD OF EDUCATION

100 North First Street
Springfield, Illinois 62777-0001

BID-RIGGING CERTIFICATION

NUTRITION DEPARTMENT

As the duly authorized agent, I hereby certify that neither the contractor, nor any individual presently affiliated with the contractor's organization, is not barred from entering into this contract by Sections 33E-3 and 33E-4 of the Illinois Criminal Code of 1961 (720 ILCS 5/33E-3, 33E-4). Sections 33E-3 and 33E-4 prohibit the receipt of a contract by a contractor who has been convicted of bid-rigging or bid-rotating.

ORGANIZATION / COMPANY NAME	ORGANIZATION / COMPANY ADDRESS
Whitsons Nutrition, LLC.	1393 Veterans Memorial Highway 4th Floor Hauppauge, NY 11788
NAME OF AUTHORIZED AGENT	TITLE OF AUTHORIZED AGENT
Paul Whitcomb	President & CEO

[signature] April 01, 2026

Signature of Authorized Agent *Date*

ISBE 68-65 (11/24)

Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion - Lower Tier ~~Co~~vered Transactions (85-34N)

ILLINOIS
STATE BOARD OF
EDUCATION

100 North First Street
Springfield, Illinois 62777-0001

CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY, AND VOLUNTARY EXCLUSION LOWER TIER COVERED TRANSACTIONS

NUTRITION DEPARTMENT

This certification is required by the regulations implementing Executive Orders 12549 and 12689, Debarment and Suspension, 2 CFR part 3485, including Subpart C Responsibilities of Participants Regarding Transactions (also see federal guidance at 2 CFR part 180).

Child Nutrition Program Operators are required to ensure that all sub-contractors and sub-grantees are neither excluded nor disqualified under the suspension and debarment rules found at 2 CFR 200.212 by doing any one of the following:

- Checking the Excluded Parties List found at the System for Award Management (SAM) www.SAM.gov.
- Collecting a certification that the entity is neither excluded nor disqualified. Since a federal certification form is no longer available, the grantee or sub-grantee electing this method must devise its own.
- Including a clause to this effect in the sub-grant agreement and in any procurement, contract expected to equal or exceed$25,000, awarded by the grantee or a sub-grantee under its grant or sub-grant.
- Sub-grantee and contractors must obtain a Unique Entity ID. All Federal Government awards are required to have a Unique Entity ID. To obtain a Unique Entity ID, visit www.SAM.gov to register. There is no charge for a Unique Entity ID. The Unique Entity ID serves as a means of tracking and identifying applications for Federal assistance and is required on all applications for Federal assistance.

BEFORE COMPLETING CERTIFICATION, READ INSTRUCTIONS BELOW.

CERTIFICATION

The prospective lower tier participant certifies, by submission of this Certification, that:

1. Neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
2. It will provide immediate written notice to whom this Certification is submitted if at any time the prospective lower tier participant learns its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
3. It shall not knowingly enter any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.
4. It will include the clause titled *Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion—Lower Tier Covered Transactions*, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
5. The certifications herein are a material representation of fact upon which reliance was placed when this transaction was entered into.
6. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this Certification.

Whitsons Nutrition, LLC.	Food Service Management
Company/Organization Name	PR/Award Number or Project Name
Paul Whitcomb	President & CEO
Name of Company /Organization Authorized Representative	Title
	April 01, 2026
Digital or Original Signature of Authorized Representative	Date

Instructions for Certification

1. By signing and submitting this Certification, the prospective lower tier participant is providing the certifications set out herein.
2. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue all available remedies, including suspension and/or debarment.
3. Except for transactions authorized under paragraph 3 above, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue all available remedies, including suspension and/or debarment.
4. The terms *covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal*, and *voluntarily excluded*, as used herein, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549 and Executive Order 12689. You may contact the person to which this Certification is submitted for assistance in obtaining a copy of those regulations.
5. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the "GSA Government- Wide System for Award Management Exclusions" (SAM Exclusions) at http://www.sam.gov.
6. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification
   required herein. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

Certificate Regarding Lobbying - Contracts, Grants, Loans and Cooperative Agreement (85-36N)

ILLINOIS STATE BOARD OF EDUCATION

100 North First Street
Springfield, Illinois 62777-0001

CERTIFICATE REGARDING LOBBYING

NUTRITION DEPARTMENT

Applicable to Grants, Subgrants, Cooperative Agreements, and Contracts Exceeding $100,000 in Federal Funds

Submission of this certification is a prerequisite for making or entering into this transaction and is imposed by section 1352, Title 31, U.S. Code. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit the Illinois State Board of Education (ISBE) form, "Disclosure of Lobbying Activities", in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all covered subawards exceeding $100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

Whitsons Nutrition, LLC.	Food Service Management
Organization Name	PR/Award Number or Project Name
Paul Whitcomb	President & CEO
Name of Authorized Representative	Title
	April 01, 2026
***Digital or Original** Signature of Authorized Representative*	Date

ISBE 85-36N (11/24)

Disclosure of Lobbying Activities (85-37N)

ILLINOIS
STATE BOARD OF
EDUCATION

100 North First Street
Springfield, Illinois 62777-0001

DISCLOSURE OF
LOBBYING ACTIVITIES

NUTRITION DEPARTMENT

Directions: Complete this form to disclose lobbying activities pursuant to 31 U.S.C. 1352. *(See reverse for public burden disclosure.)*

1. TYPE OF FEDERAL ACTION
☐ a. Contract ☐ b. Grant ☐ c. Cooperative agreement ☐ d. Loan ☐ e. Loan guarantee ☐ f. Loan insurance N/A

2. STATUS OF FEDERAL ACTION
☐ a. Bid/offer/application ☐ b. Initial award ☐ c. Post-award N/A

3. REPORT TYPE
☐ a. Initial filing ☐ b. Material change ☐ For material change only: ____ Year ____ Quarter ____ Date of last report
N/A

4. NAME AND ADDRESS OF REPORTING ENTITY
N/A
☐ Prime ☐ Subawardee, Tier ____ if known
____ Congressional District, if known

5. IF REPORTING ENTITY IN NO. 4 IS SUBAWARDEE, ENTER NAME AND ADDRESS OF PRIME
N/A
____ Congressional District, if known

6. FEDERAL DEPARTMENT/AGENCY
N/A

7. FEDERAL PROGRAM NAME/DESCRIPTION
N/A
____ CFDA Number, if applicable

8. FEDERAL ACTION NUMBER, if known
N/A

9. AWARD AMOUNT (if known)
$ N/A

10a. NAME AND ADDRESS OF LOBBYING ENTITY
(if individual last name, first name, MI)
N/A

10b. INDIVIDUALS PERFORMING SERVICES
(including address if different from #10a) (last name, first name, MI)
N/A

(Attach Continuation Sheet(s), if necessary)

11. AMOUNT OF PAYMENT (check all that apply)
$ ____ ☐ Actual ☐ Planned N/A

12. FORM OF PAYMENT (check all that apply)
☐ a. Cash ☐ b. In-kind; specify: nature ____ N/A value ____

13. TYPE OF PAYMENT (check all that apply)
☐ a. Retainer ☐ b. One-time fee ☐ c. Commission ☐ d. Contingent fee ☐ e. Deferred ☐ f. Other, specify N/A

14. **Brief description of services performed or to be performed and date(s) of service, including officer(s), employee(s), or member(s) contacted, for payment indicated in Item 11.**
N/A

15. ☐ YES ☐ NO CONTINUATION SHEET(S) ATTACHED N/A

16. **Information requested through this form is authorized by title 31 U.S.C. Section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when this transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be reported to the Congress semi-annually and will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.**

ORIGINAL SIGNATURE
PRINT NAME OR TYPE
Paul Whitcomb
TITLE
President & CEO
TELEPHONE NUMBER
631-424-2700
DATE
April 01, 2026

ISBE 85-37N (11/24)

INSTRUCTIONS FOR COMPLETION OF ISBE 85-37, DISCLOSURE OF LOBBYING ACTIVITIES

This disclosure form shall be completed by the reporting entity, whether subawardee or prime Federal recipient, at the initiation or receipt of a covered Federal action, or a material change to a previous filing, pursuant to title 31 U.S.C. Section 1352. The filing of a form is required for each payment or agreement to make payment to any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action. Use the Continuation Sheet for additional information if the space on the form is inadequate. Complete all items that apply for both the initial filing and material change report. Refer to the implementing guidance published by the Office of Management and Budget for additional information.

1. Identify the type of covered Federal action for which lobbying activity is and/or has been secured to influence the outcome of a covered Federal action.
2. Identify the status of the covered Federal action.
3. Identify the appropriate classification of this report. If this is a followup report caused by a material change to the information previously reported, enter the year and quarter in which the change occurred. Enter the date of the last previously submitted report by this reporting entity for this covered Federal action.
4. Enter the full name, address, city, state and zip code of the reporting entity. Include Congressional District, if known. Check the appropriate classification of the reporting entity that designates if it is, or expects to be, a prime or subaward recipient. Identify the tier of the subawardee, e.g., the first subawardee of the prime is the 1st tier. Subawards include but are not limited to subcontracts, subgrants and contract awards under grants.
5. If the organization filing the report in item 4 checks "Subawardee", then enter the full name, address, city, state and zip code of the prime Federal recipient. Include Congressional District, if known.
6. Enter the name of the Federal agency making the award or loan commitment. Include at least one organizational level below agency name, if known. For example, Department of Transportation, United States Coast Guard.
7. Enter the Federal program name or description for the covered Federal action (item 1). If known, enter the full Catalog of Federal Domestic Assistance (CFDA) number for grants, cooperative agreements, loans, and loan commitments.
8. Enter the most appropriate Federal identifying number available for the Federal action identified in item 1 (e.g., Request for Proposal (RFP) number; Invitation for Bid (IFB) number; grant announcement number; the contract, grant, or loan award number; the application/proposal control number assigned by the Federal agency). Include prefixes, e.g., "RFP-DE-90-001".
9. For a covered Federal action where there has been an award or loan commitment by the Federal agency, enter the Federal amount of the award/loan commitment for the prime entity identified in item 4 or 5.
10. (a) Enter the full name, address, city, state and zip code of the lobbying entity engaged by the reporting entity identified in item 4 to influence the covered Federal action.

    (b) Enter the full names of the individual(s) performing services and include full address if different from 10(a). Enter Last Name, First Name, and Middle Initial(MI).
11. Enter the amount of compensation paid or reasonably expected to be paid by the reporting entity (item 4) to the lobbying entity (item 10). Indicate whether the payment has been made (actual) or will be made (planned). Check all boxes that apply. If this is a material change report, enter the cumulative amount of payment made or planned to be made.
12. Check the appropriate box(es). Check all boxes that apply. If payment is made through an in-kind contribution, specify the nature and value of the in-kind payment.
13. Check the appropriate box(es). Check all boxes that apply. If other, specify nature.
14. Provide a specific and detailed description of the services that the lobbyist has performed, or will be expected to perform, and the date(s) of any services rendered. Include all preparatory and related activity, not just time spent in actual contact with Federal officials. Identify the Federal official(s) or employee(s) contacted or the officer(s), employee(s), or Member(s) of Congress that were contacted.
15. Check whether or not a Continuation Sheet(s) is attached.
16. The certifying official shall sign and date the form, print his/her name, title, and telephone number.

According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB control Number. The valid OMB control number for this information collection is OMB No. 0348-0046. Public reporting burden for this collection of information is estimated to average 10 minutes per response, including time for reviewing instructions, searching existing data sources, gathering, and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0046), Washington, DC 20503.

CONTINUATION SHEET DISCLOSURE OF LOBBYING ACTIVITIES

REPORTING ENTITY NAME:
N/A

ISBE 85-37N (11/24)

Print Reset Form

Downers Grove Grade School District 58

We Envision. We Seek. We Believe.

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

Memorandum

To: Board of Education, Dr. Kevin Russell

From: Gregory Harris, Assistant Superintendent for Business/CSBO

Date: July 13, 2026

Re: PPO Network and Pharmacy Benefit Manager

Background:
As an employer of many hundreds of educators and support staff, the Board of Education runs a self-funded health insurance program. Instead of paying a fixed premium to an insurance carrier, the Board pays the medical claims and the prescription drug costs of its enrolled employees and their dependents out of the medical reserve fund. Because the District lacks the proper amount of logistical infrastructure and buying power, the Board contracts with a third party to manage a PPO network and to serve as the pharmacy benefit manager (PBM).

Administrative Considerations:
Periodically, the District's broker (Gallagher) will go out to the marketplace in order to provide assurances to the Board of Education that the PPO network and the PBM services are being provided at the most competitive price point. The brokers will perform a PPO network analysis, by which they review the claims paid by the District over the past year and see how those payments would have looked through a competitor's network of providers. It was determined that switching to Blue Cross Blue Shield's "Blue Choice Options" network and using BCBS for PBM services would save the medical reserve fund as much as $700,000 in calendar year 2027.

The decision to remain with Aetna (who has managed the District's PPO network for over ten years and served as the PBM for two years) or transition to BCBS was placed in front of the Health & Wellness committee. The committee members sat through interviews with representatives from both companies on May 4th. The committee was impressed with the savings that BCBS could provide but wanted to know more about the disruption to staff who could potentially find their doctor was no longer considered "in-network" after making the switch to a new network. The committee reviewed the final financial analysis and assessed the disruption data at a meeting on May 28th. Being satisfied with both, the members unanimously agreed to recommend that the Board of Education approve this change.

This change will officially take effect on January 1, 2027. The six months in between now and then will give the business office the necessary amount of time to prepare for the transition and to communicate all the details to the District's employees.

Recommendation:

It is recommended that the Board of Education approve Blue Cross Blue Shield as its PPO network provider and pharmacy benefit manager.

Aetna vs. BCBSIL Cost Comparison

	Aetna - Current	Aetna - Renewal [2][4]	Aetna - APCN [2][3][4]	BCBSIL - BCO [5]
ASO Premium	282,122	235,869	241,455	314,051
Stop Loss Premium [1]	1,210,339	1,299,105	1,299,105	1,299,105
Rx Rebate Admin Credit	-	-	-	(681,668)
Admin Fee Credit	-	-	-	(80,500)
Transition Credit	-	-	-	(70,000)
TOTAL FIXED	1,492,462	1,534,975	1,540,561	780,988
Expected Medical Claims	6,398,888	6,910,799	6,657,432	6,074,907
Expected Rx Claims	2,073,510	2,240,332	2,240,332	2,232,690
Rebate Passthrough	(613,221)	(1,000,000)	(1,000,000)	(126,000)
TOTAL VARIABLE	7,859,177	8,151,131	7,897,764	8,181,597
Total Expected Cost	9,351,639	9,686,106	9,438,325	8,962,584
% vs. Current		3.58%	0.93%	-4.16%

[1] 2027 stop loss premium assumed at 10% increase for 7/1/27-12/31/2027

[2] Aetna 2027 admin includes $46,253 2-month fee guarantee.

[3] Aetna 2027 APCN admin includes $0.95 PEPM ACPN fee.

[4] Aetna 2027 expected Rx Claims include $56k estimated savings from PrudentRx and $27k estimated savings for Advanced Control Formulary.

[5] 3.86% decrement applied to BCBSIL expected Rx claims to match the difference between Aetna and Prime ingredient costs from Rx Analysis.

BCO Plan Design

PROPOSED PLAN DESIGN- BCO (Universal Plan)			
	Blue Choice OPT (BCO)	**In Network**	**Out of Network**
Calendar Year Deductible	**Tier 1 & 2 feed each other**		
Embedded/Aggregate	Embedded		
Individual	$250	$750	$2,250
Family	$500	$1,500	$4,500
Deductible Includes Rx	N	N	N
Out-of-Pocket Maximum	**Tier 1 & 2 feed each other**		
Embedded/Aggregate	Embedded		
Individual	$1,050	$2,500	$5,500
Family	$2,100	$5,000	$16,500
Out of Pocket Includes Rx	Y	Y	Y
Hospital Services			
Inpatient	90% after deductible	70% after deductible	50% after deductible
Outpatient	90% after deductible	70% after deductible	50% after deductible
Per Admission Inpatient Deductible	$0	$0	$0
Emergency Room (copay waived if admitted)	$200 copay + 90% after deductible	$200 copay + 90% after deductible	$200 copay + 90% after deductible
Urgent Care	$75 copay	$100 copay	50% after deductible
Outpatient			
Surgery	90% after deductible	70% after deductible	50% after deductible
Lab and Xrays	90% after deductible	70% after deductible	50% after deductible
High Cost Imaging	90% after deductible	70% after deductible	50% after deductible
Chiropractic- 25 visit limit	90% after deductible	70% after deductible	50% after deductible
PT/ST/OT limits- 75 visit limit for PT, unlimited for OT & ST	90% after deductible	70% after deductible	50% after deductible
Physician Office Visits			
Primary Care	90% after deductible	70% after deductible	50% after deductible
Virtual Visit	90% after deductible	No Coverage	No Coverage
Specialist	90% after deductible	70% after deductible	50% after deductible
Wellness/Preventive	100% no deductible	100% no deductible	50% after deductible
Prescription Drugs			
Rx Network	Traditional Select		
Rx Formulary	Performance Select Bio Sim		
Separate Rx Deductible	N/A		
Separate Rx Out of Pocket	$2,500/ $7,500		
GLP1 coverage	No		
Retail			
Tier 1	$10 copay		
Tier 2	$10 copay		
Tier 3	$30 copay		
Tier 4- Specialty	$10 copay		
90 day Retail & Mail Order			
Tier 1	$24 copay		
Tier 2	$24 copay		
Tier 3	$50 copay		
Tier 4- Specialty	$10 copay		

PROPOSED PLAN DESIGN -BCO HSA (HSA Plan)			
	Blue Choice OPT (BCO)	**In Network**	**Out of Network**
Calendar Year Deductible	**Tier 1 & 2 feed each other**		
Embedded/Aggregate	Embedded		
Individual	$3,400	$4,100	$6,600
Family	$6,800	$8,200	$13,200
Deductible Includes Rx	Y	Y	Y
Out-of-Pocket Maximum	**Tier 1 & 2 feed each other**		
Embedded/Aggregate	Embedded		
Individual	$3,400	$5,000	$10,000
Family	$6,800	$10,000	$20,000
Out of Pocket Includes Rx	Y	Y	Y
Hospital Services			
Inpatient	100% after deductible	70% after deductible	50% after deductible
Outpatient	100% after deductible	70% after deductible	50% after deductible
Per Admission Inpatient Deductible	$0	$0	$0
Emergency Room	100% after deductible	100% after deductible	100% after deductible
Urgent Care	100% after deductible	70% after deductible	50% after deductible
Outpatient			
Surgery	100% after deductible	70% after deductible	50% after deductible
Lab and Xrays	100% after deductible	70% after deductible	50% after deductible
High Cost Imaging	100% after deductible	70% after deductible	50% after deductible
Chiropractic- 25 visit limit	100% after deductible	70% after deductible	50% after deductible
PT/ST/OT limits- 75 visit limit for PT, unlimited for OT & ST	100% after deductible	70% after deductible	50% after deductible
Physician Office Visits			
Primary Care	100% after deductible	70% after deductible	50% after deductible
Virtual Visit	100% after deductible	No Coverage	No Coverage
Specialist	100% after deductible	70% after deductible	50% after deductible
Wellness/Preventive	100% no deductible	100% no deductible	50% after deductible
Prescription Drugs			
Rx Network	Traditional Select		
Rx Formulary	Performance Select Bio Sim		
Separate Rx Deductible	Included in Medical		
Separate Rx Out of Pocket	Included in Medical		
GLP1 coverage	No		
Retail			
Tier 1	100% after deductible		
Tier 2	100% after deductible		
Tier 3	100% after deductible		
90 day Mail Order			
Tier 1	100% after deductible		
Tier 2	100% after deductible		
Tier 3	100% after deductible		

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

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

Melissa Jerves, Board Secretary
mjerves@dg58.org | 630-719-5803

Memorandum

To: Board of Education

From: Melissa Jerves, Board Secretary

Date: July 10, 2026

Re: 2026-27 Board of Education Meeting Calendar

Background:

The District 58 Board of Education has typically held its regular meeting at 7 p.m. on the second Monday of each month, with workshop meetings periodically on the fourth Monday of the month. The proposed calendar for 2026-27 follows this cadence. The only change is for the month of October, when the second Monday falls on Columbus Day, a non-attendance day for students and staff. The October regular meeting has been pushed to Wednesday, October 14th, which is when the Council Chamber is next available.

Recommendation:

Move to approve the 2026-27 Board of Education Meeting Calendar, as presented.

2026-27 Board of Education Meetings
Downers Grove Grade School District 58

Regular Board Meetings - Second Monday of the Month
Downers Grove Civic Center, 850 Curtiss St., Downers Grove

July 13, 2026	Regular Board Meeting	7:00 PM
August 10, 2026	Regular Board Meeting	7:00 PM
September 14, 2026	Regular Board Meeting	7:00 PM
October 14, 2026 (Wed)	Regular Board Meeting	7:00 PM
October 26, 2026	Curriculum Workshop	7:00 PM
November 9, 2026	Regular Board Meeting	7:00 PM
December 14, 2026	Regular Board Meeting	7:00 PM
January 11, 2027	Regular Board Meeting	7:00 PM
January 25, 2027	Budget/Fin. Plan Workshop	7:00 PM
February 8, 2027	Regular Board Meeting	7:00 PM
February 22, 2027	Curriculum Workshop	7:00 PM
March 8, 2027	Regular Board Meeting	7:00 PM
April 12, 2027	Regular Board Meeting	7:00 PM
May 10, 2027	Regular Board Meeting	7:00 PM
June 14, 2027	Regular Board Meeting	7:00 PM
July 12, 2027	Regular Board Meeting	7:00 PM

It is the policy of District 58 to comply with the provisions of the Americans with Disabilities Act of 1990. Subject to the provisions of this act, no individual with a disability shall, by reason of such disability, be excluded from participation in or denied the benefits of the services, programs or activities of District 58. If you require an accommodation in the accessibility to or communication with the District 58 Board of Education, please contact the designated ADA Coordinator, Justin Sisul (630-719-5807), in advance of the board meeting to arrange appropriate accommodations.

mlj 07/06/26

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

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

Justin Sisul, Assistant Superintendent for Personnel
jsisul@dg58.org | 630-719-5804

Memorandum

To: Board of Education
Dr. Kevin Russell

From: Justin Sisul, Assistant Superintendent for Personnel and Staff Development

Date: July 13, 2026

Re: Adjustment of SIP day in 2026-27 School Calendar

Background Information
The District 58 2026-27 School Calendar was approved by the Board of Education at the March 10, 2025 Board Meeting. A significant part of the rationale behind approving a calendar so early was to give families the ability to plan in advance for periods of non-attendance for students.

At the time of the calendar approval, we were working under the assumption that the election day in November would remain a mandated school holiday as it has been for several years. With the mandated non-attendance day Tuesday, November 3rd, we placed a School Improvement Day (SIP) for staff on Monday, November 2nd, thereby giving everyone the mandated day off on election day, but providing a four-day weekend for families.

Administrative Considerations
Recently, the legislation mandating that school not be held on national election days was unexpectedly not renewed. While it is always possible that District 58 schools could be used as polling places if needed by the county, this has not been the case for the past few elections. However, adjusting the calendar at this point would make the last day of school a Monday half-day for students; it would also mean that family plans around the four-day weekend would be disrupted. Based upon the Board's previous direction with the discussions around the week prior to Thanksgiving, we are continuing to maintain that we do not want to adjust the calendar in a way that could adversely impact family plans.

The adjustment we are recommending would be to switch the SIP day for staff to Tuesday, and simply make the Monday a non-attendance/office closed day. This would maintain the schedule we have established for families, while allowing all employees to also enjoy a three-day weekend, rather than a mid-week non-attendance day. We have discussed the potential change with all three associations, and all are in agreement that this change makes sense for our staff.

Recommendation
It is recommended that the Board vote to approve the adjustment to the 2026-27 school calendar.

Disrict 58 2026-27 Calendar

JULY 2026

Mon	Tues	Wed	Thurs	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

AUGUST 2026

Mon	Tues	Wed	Thurs	Fri
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

July 2026
2-3 District Office Closed - Non-Work Day

August 2026
17-21 New Teacher Week
24-25 Teachers' Institute
26 Non-Work Day for Teachers/IA Training
27 *FIRST DAY OF SCHOOL

SEPTEMBER 2026

Mon	Tues	Wed	Thurs	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

OCTOBER 2026

Mon	Tues	Wed	Thurs	Fri
			1	2
5	6	7	8	9
12	13	14	15	16
19	**20	21	**22	23
26	27	28	29	30

September 2026
7 District Office Closed - No School

October 2026
12 District Office Closed - No School
** 20, 22 Parent-Teacher Conferences (evening)

NOVEMBER 2026

Mon	Tues	Wed	Thurs	Fri
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

DECEMBER 2026

Mon	Tues	Wed	Thurs	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

November 2026
2 School Improvement Day (no school for students)
3 District Office Closed - No School
25-27 District Office Closed - No School

December 2026
21 No School - Winter Break Begins

JANUARY 2027

Mon	Tues	Wed	Thurs	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

FEBRUARY 2027

Mon	Tues	Wed	Thurs	Fri
1	2	3	4	5
8	**9	10	**11	12
15	16	17	18	19
22	23	24	25	26

January 2027
4 Teacher Institute (no school for students)
18 District Office Closed - No School

February 2027
**9, 11 Parent-Teacher Conferences (evening)
15 District Office Closed - No School
26 Teacher Institute (no school for students)

MARCH 2027

Mon	Tues	Wed	Thurs	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

APRIL 2027

Mon	Tues	Wed	Thurs	Fri
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

March 2027
26 District Office Closed - No School
29 No School - Spring Break Begins

April 2027
5 Classes Resume

MAY 2027

Mon	Tues	Wed	Thurs	Fri
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

JUNE 2027

Mon	Tues	Wed	Thurs	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

May 2027
31 District Office Closed - No School

June 2027
8 Last Day of School (half day/half SIP)
9-15 Emergency Days - to be cancelled if not used