

DECATUR PUBLIC SCHOOL DISTRICT #61
BOARD OF EDUCATION
AGENDA

Regular Meeting
Keil Administration Building
101 W. Cerro Gordo Street
Decatur, IL 62523

September 23, 2025
6:30 PM Open Session

Legend: AI = Action Item DI = Discussion Item IO = Information Only

Strategic Plan Mission:

The mission of Decatur Public Schools, the destination district of our community, is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by:

- *commitment to the whole person resulting in student growth and confidence*
- *relevant, innovative, personalized academic pathways that promote passion and pride*
- *a learning environment that fosters curiosity and the thirst for achievement and discovery*
- *a culture of diversity, adaptability, and resilience*
- *meaningful and lasting relationships*
- *extraordinary school and community connections*

The Board of Education Parameters that Guide Our Work:

- We will make decisions in the best interest of all students.
- We will treat all people with dignity and respect.
- We will seek input and collaboration throughout our diverse community.
- We will practice responsible stewardship of all our resources.

6:30 PM: Public Hearing regarding the Adoption of the Decatur Public School District (DPS) 61 FY26 Budget

AI 1.0 CALL TO ORDER

Roll Call

IO 2.0 PLEDGE OF ALLEGIANCE

AI 3.0 APPROVAL OF AGENDA SEPTEMBER 23, 2025

IO 4.0 DISTRICT HIGHLIGHT

- MacArthur High School

IO 5.0 PUBLIC PARTICIPATION

- Identify oneself and be brief.
- Comments should be limited to 3 minutes.
- Any public comments submitted to the Board Secretary will be included in the record.

DI 6.0 BOARD DISCUSSION

- Illinois Association of School Boards (IASB) – Superintendent Search

IO 7.0 REPORTS FROM ADMINISTRATION

- A. Eisenhower High School's (EHS) Proposal for the Naming of the EHS Press-Box
- B. End of School Year Assessment and FY25 Summer School Reports
- C. First Read: School Board Policies and Exhibits from PRESS Issue 119, Exhibit 2:220-E2 from PRESS Issue 113 and Exhibit 7:10-E from PRESS Issue 114

AI 8.0 CONSENT ITEMS

- A. Minutes: Open Session Meeting September 09, 2025
- B. Financial Conditions Report
- C. Treasurer's Report
- D. EIS Administrator and Teacher Salary and Benefits Report for FY 2025-2026
- E. IMRF 2025 Annual Compensation Report

AI 9.0 ROLL CALL ACTION ITEMS

- A. Personnel Action Items
- B. Memorandum of Understanding (MOU) between Decatur Public School District 61 and the Decatur Education Association (DEA) for Dual Credit Courses
- C. Memorandum of Understanding (MOU) between Decatur Public School District 61 and the Decatur Educational Support Personnel Association (DESPA) for the Off-Salary Schedule Stipend
- D. Elevator Repair at Eisenhower High School
- E. Resolution to Adopt the FY2025-2026 Annual Budget for Decatur Public School District (DPS) 61
- F. Naming of Eisenhower High School (EHS) Press-Box: "Scott Busboom Pressbox"

IO 10.0 ANNOUNCEMENTS

The Board of Education and Administration sends condolences to the families of:

Susanna Brady-Trice, who passed away on a Wednesday. Ms. Brady-Trice was the sister of Mary Brady, Director of Teaching & Learning-Elementary for Decatur Public Schools.

James "Jimi" Oldham, who passed away Saturday, August 30, 2025. Mr. Oldham was the husband of Clara Oldham, Kindergarten Teaching Assistant at Franklin Grove Elementary School.

IO 11.0 IMPORTANT DATES

- October**
- 03 MacArthur High School Parade and Game
 - 04 MacArthur High School Homecoming
 - 09 End of Quarter (Report Card Distribution 10/17)
 - 10 Parent/Teacher Conferences
 - **NO SCHOOL for ALL Students**
 - 13 Indigenous People's Day
 - **NO SCHOOL and District Offices are CLOSED**

- 15 District-wide Half Day
 - Please check with your home school regarding the release time
- 17 Eisenhower High School Homecoming Parade and Game
- 18 Eisenhower High School Homecoming

Additional Reminder

Please Note: Wednesday, October 15th is the Deadline for the Required Immunizations and Physicals for the 2025-2026 School Year.

NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, October 14, 2025 at the Keil Administration Building.

AI 12.0 ADJOURNMENT

Eisenhower High School

Proposal for
EHS Pressbox naming

Every Student, Every Day

*Board of Education Meeting
September 23, 2025*



Scott Busboom

Scott's voice became a staple of **Decatur Public School District #61 athletics**, bringing the excitement of high school sports to life through local radio broadcasts.

He **broadcasted over 1,200 games** during his career, covering both high school and college sports, including a standout moment following the **Millikin women's basketball team to a national championship**.

Known for his **enthusiasm, professionalism, and genuine care for athletes**, Scott became a beloved figure in the community and an integral part of the local sports culture.

His significant contributions to high school sports broadcasting were honored with his **induction into the Illinois High School Hall of Fame for Broadcasting**.

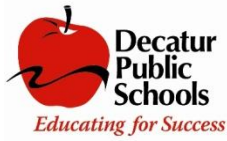
Even after retirement, Scott remained deeply connected to Decatur and its sports community, often sharing stories from his **broadcasting days and the athletes he admired**.

EHS Press Box Committee Proposal

- Name the current unnamed pressbox at the football stadium '***Scott Busboom Pressbox***'
- Signage will be donated so there is no cost to the school, boosters, or district
- The naming ceremony will take place at the September 26, 2026 Halftime during our home football game.



Thank You!
Questions



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: First Read: School Board Policies and Exhibits from PRESS Issue 119, Exhibit 2:220-E2 from PRESS Issue 113 and Exhibit 7:10-E from PRESS Issue 114
Initiated By: Dr. Mike Curry, Chief Operations Officer, and the Policy Committee	Attachments: School Board Policies and Exhibits from PRESS Issue 119, Exhibit 2:220-E2 from PRESS Issue 113 and Exhibit 7:10-E from PRESS Issue 114
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

In conjunction with the Illinois Association of School Board's (IASB) Press Plus Policy Department, the Decatur Public School District 61's entire Board Policy Manual was updated and adopted in December of 2023.

CURRENT CONSIDERATIONS:

Since the adoption of the Board Policy Manual, IASB has recommended updates to numerous policies and exhibits. The Policy Committee reviewed the recommended changes in Press Policy Issue 119 and these policies and exhibits are being presented as a first read. Exhibit 2:220-E2 from PRESS Issue 113 and Exhibit 7:10-E from PRESS Issue 114 are also being presented as a first read as these two exhibits were inadvertently omitted from the original submission of both PRESS issues.

FINANCIAL CONSIDERATIONS:

N/A

STAFF RECOMMENDATION:

The updated policies and exhibits are being presented for information only. The policies and exhibits will be updated to reflect Board guidance and brought back at the October 14th Board meeting for consideration of approval.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

School District Organization

School District Legal Status¹

The Illinois Constitution requires the State to provide for an efficient system of high-quality public educational institutions and services in order to achieve the educational development of all persons to the limits of their capabilities.

The General Assembly has implemented this mandate through the creation of school districts. The District is governed by the laws for school districts serving a resident population of not fewer than 1,000 and not more than 500,000.²

The School Board constitutes a body corporate that possesses all the usual powers of a corporation for public purposes, and in that name may sue and be sued, purchase, hold and sell personal property and real estate, and enter into such obligations as are authorized by law.

LEGAL REF.: Ill. Constitution, Art. X, Sec. 1.
105 ILCS 5/10-1 et seq.

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CROSS REF.: 2:10 (School District Governance), 2:20 (Powers and Duties of the School Board; Indemnification)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State or federal law controls this policy's content.

² See f/n 2 of [sample](#) policy 2:10, *School District Governance*, for a discussion of school districts having a population of less than 1,000 inhabitants.

School District Organization

District Organization, Operations, and Cooperative Agreements

The District is organized and operates as follows: ¹

[INSERT DISTRICT'S ORGANIZATION and OPERATIONS]

The District enters into and participates in joint programs and intergovernmental agreements with units of local government and other school districts in order to jointly provide services and activities in a manner that will increase flexibility, scope of service opportunities, cost reductions, and/or otherwise benefit the District and the community.² The Superintendent shall manage these activities to the extent the program or agreement requires the District's participation, and shall provide periodic implementation or operational data and/or reports to the School Board concerning these programs and agreements. The District participates in the following joint programs and intergovernmental agreements: ³

[INSERT APPLICABLE JOINT PROGRAMS]

LEGAL REF.: Ill. Constitution, Art. VII, Sec. 10.
5 ILCS 220/, Intergovernmental Cooperation Act.

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¹ State law controls this policy's content. Whatever school system is established by the State legislature must be free and open to all, without discrimination. Lewis E. v. Spagnolo, 287 Ill.App.3d 822 (3rd. Dist. 1997). Boards may use the following sentence as the first sentence, customizing it as appropriate: "The District is organized and operates as a Unit District serving the educational needs of children in grades Pre-K through 12 and others as required by the School Code."

² Ill. Constitution, Art. VII, Sec. 10; 5 ILCS 220/. A number of provisions in the School Code which provide authority for boards to jointly provide programs or services with other school districts or colleges that meet specified criteria, including: (1) 105 ILCS 5/10-22.20a (vocational and career education); (2) 5/10-22.22e (science and math partnership school); (3) 5/10-22.31 (special education), (4) 5/10-22.31a (joint educational programs); (5) 5/10-22.31b (joint building program); and (6) 5/10-20.42 (wind and solar farms).

³ In some districts, the joint educational programs and intergovernmental agreements in which they participate change frequently; boards in those districts should omit this sentence and should not list the joint educational programs and intergovernmental agreements. While this list may be limited to only educational programs, some boards may choose to also list insurance co-ops or other similar joint agreements.

School District Organization

School District Philosophy ¹

The School District, in an active partnership with parents and community, will promote excellence in a caring environment in which all students learn and grow. This partnership aims to empower all students to develop strong self-respect and to become responsible learners and decision-makers. The School District is committed to developing and using a visionary and innovative curriculum,² a knowledgeable and dedicated staff, and sound fiscal and management practices.

CROSS REF: 2:10 (School District Governance), 3:10 (Goals and Objectives), 6:10 (Educational Philosophy and Objectives)

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The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ Replace the text in this sample policy with the district's mission, vision, and/or belief statement, if any. A mission statement is a statement of purpose: why the district exists, what benefits it intends to deliver, and who will receive those benefits. See IASB's *Foundational Principles of Effective Governance*, at www.iasb.com/principles_popup.cfm.

² Alternatively, strike "visionary and innovative" and substitute: "comprehensive and challenging".

School Board

School District Governance ¹

The District is governed by a School Board consisting of seven members.² The Board's powers and duties include the authority to adopt, enforce, and monitor all policies for the management and governance of the District's schools.³

Official action by the Board may only occur at a duly called and legally conducted meeting. Except as otherwise provided by the Open Meetings Act, a quorum must be physically present at the meeting.⁴

As stated in the Board member oath of office prescribed by the School Code, a Board member has no legal authority as an individual.⁵

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.
105 ILCS 5/10-1, 5/10-10, 5/10-12, 5/10-16.5, 5/10-16.7, and 5/10-20.5.

CROSS REF.: 1:10 (School District Legal Status), 2:20 (Powers and Duties of the School Board; Indemnification), 2:80 (Board Member Oath and Conduct), 2:120 (Board Member Development), 2:200 (Types of School Board Meetings), 2:220 (School Board Meeting Procedure)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State law controls this policy's content. IASB sample policies are aligned with ~~the~~ IASB's *Foundational Principles of Effective Governance*, www.iasb.com/principles_popup.cfm.

Sample policy 2:120, *Board Member Development*, contains the board member training requirements.

² School districts having a population between 1,000 and 500,000 inhabitants are governed by a seven-member board of education. 105 ILCS 5/10-10. School districts having a population of less than 1,000 are governed by a three-member board of school directors, unless it is governed by a special act, or is a consolidated district, or a district in which the membership was increased by the passage of a proposition. 105 ILCS 5/10-1.

³ 105 ILCS 5/10-16.7 and 5/10-20.

⁴ 5 ILCS 120/2.01 and 120/7(e)(1)-(10), ~~amended by P.A. 101-640~~; see also 105 ILCS 5/10-12.

The Open Meetings Act (OMA) defines *meeting* as "any gathering, whether in person or by video or audio conference, telephone call, electronic means (such as, without limitation, electronic mail, electronic chat, and instant messaging), or other means of contemporaneous interactive communication, of a majority of a quorum of the members of a public body held for the purpose of discussing public business." 5 ILCS 120/1.02. A quorum must be physically present for all meetings, except under limited circumstances *such as* during a public health emergency. 5 ILCS 120/2.01 and 120/7(e). During the COVID-19 pandemic, the ~~OMA~~ *Open Meetings Act* was amended to give public bodies the flexibility to meet without the presence of a physical quorum during a disaster declaration related to a public health emergency. See f/n 32 of *sample* policy 2:220, *School Board Meeting Procedure*, and its subhead **No Physical Presence of Quorum and Participation by Audio or Video; Disaster Declaration**.

⁵ The oath is found in 105 ILCS 5/10-16.5. Specific board officers may have individual authority; for example, the president may call a special meeting. 105 ILCS 5/10-16.

School Board

Board Member Oath and Conduct

Each School Board member, before taking his or her seat on the Board, shall take the following oath of office: ¹

I, *(name)*, **do solemnly swear** (or affirm) that I will faithfully discharge the duties of the office of member of the Board of Education² of *(name of School District)*, in accordance with the

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ Although the policy is not required by State or federal law, each board member, before taking his or her seat on the board, must take an oath in substantially the form given in the statute as reprinted in this sample policy. 105 ILCS 5/10-16.5. Districts often ask whether this applies only to newly elected board members or to all members elected and/or re-elected. To ensure compliance, ~~those~~ members that are newly elected or appointed and members returning by re-appointment and/or re-election should take the oath as the board determines it should be administered, i.e., examine the board's policy or its current practice for administering the oath of office.

This policy contains the verbatim oath because many of its provisions have policy implications. However, if a board prefers to remove the oath from the policy, it should replace the first sentence with this alternative:

Each Board member, before taking his or her seat on the Board, shall take the oath of office as prescribed in Section 10-16.5 of the School Code.

The School Code does not specifically address what happens when board members violate their oath of office, nor does it create an opportunity to take legal action for such violations. Collins v. Bd. of Educ. of North Chicago Comm. Unit Sch. Dist. 187, 792 F.Supp.2d 992 (N.D.Ill. 2011). Consult the board attorney for guidance when considering any type of disciplinary action or sanction against a board member.

Depending on the situation, a board self-evaluation or private one-on-one meetings with a board member may be appropriate to address an issue relating to board member behavior (for a list of IASB workshops, see www.iasb.com/conference-training-and-events/training/workshops/). When a board member's violation of the oath of office also constitutes a willful failure to perform his or her official duties, the board may request the regional superintendent to remove the member from office. See sample policy 2:60, *Board Member Removal from Office*, at f/n 2, for further discussion. A board member whose conduct violates conflict of interest laws may also be subject to criminal liability and removal from office. See sample policy 2:100, *Board Member Conflict of Interest*, and its footnotes, for additional information. In consultation with the board attorney, a board may also consider other actions to address a member's violation of the oath of office, such as publicly censuring a member. Houston Comm. College System v. Wilson, 595 U.S. 468 (2022) (holding that a college board of trustees did not violate a trustee's First Amendment rights when it adopted a resolution censuring him for "reprehensible" conduct). Other sanctions may be also warranted, depending on the facts. For example, in Earnest v. Jasper Cty. Comm. Unit Sch. Dist. No. 1, 371 F.Supp.3d 459 (S.D.Ill 2019), a court held a board member was not deprived of his liberty interest under the 14th Amendment when the board limited his access to confidential board packet information after it found the board member shared confidential personnel and student information with members of the public.

To encourage appropriate conduct, boards may wish to have their policy express potential consequences for violating the oath of office or the *Code of Conduct for Members of School Boards*. Such boards may add the following sentence to the end of this policy. Use this alternative for districts in suburban Cook County: replace "Regional Superintendent" with "appropriate Intermediate Service Center Executive Director."

A board member who fails to abide by the oath of office or the *Code* may be subject to action by the Board, including, but not limited to, formal censure and/or referral to the Regional Superintendent for removal from office under Board policy 2:60, *Board Member Removal from Office*.

² Replace "Board of Education" with "Board of School Directors" throughout, when applicable.

Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear (or affirm) that:

I shall respect taxpayer interests by serving as a faithful protector of the School District's assets;

I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels;

As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;

I shall foster with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for (*name of School District*);

I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for (*name of School District*); and

I shall strive to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

The Board President will administer the oath in an open Board meeting; in the absence of the President, the Vice President will administer the oath. If neither is available, the Board member with the longest service on the Board will administer the oath.³

The Board adopts the Illinois Association of School Boards' *Code of Conduct for Members of School Boards* ([Code](#)).⁴ A copy of the *Code* shall be displayed in the regular Board meeting room.

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³ Optional. State law allows the board to determine how the oath is administered. 105 ILCS 5/10-16.5. Use the following alternative if a board does not want anyone to administer the oath:

Each Board member who is taking office shall read the oath during an open meeting and swear or affirm to follow it as indicated in the oath.

If the Board's practice is to have a local official administer the oath, revise the paragraph as follows:

The Board President may designate a local official, such as a judge, to administer the oath at an open Board meeting. Otherwise, the Board President will administer the oath during an open Board meeting; in the absence of the President, the Vice President will administer the oath.

⁴ Although national and state associations have developed codes of conduct, each board may find it helpful, as part of its self-evaluation process, to consider what behavior members expect from each other. The resulting ethics statement may serve as an important step in new member orientation. Additionally, IASB provides [a resource](#), *School Board Member Opportunities and Expectations*, [that includes](#) a summary of the treatment that all board members are entitled to expect as members of the school board. For IASB resources, see www.iasb.com/conference-training-and-events/training/training-resources/.

LEGAL REF.: 105 ILCS 5/10-16.5.

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the School Board; Indemnification), 2:50 (Board Member Term of Office), [2:60 \(Board Member Removal from Office\)](#), 2:100 (Board Member Conflict of Interest), 2:105 (Ethics and Gift Ban), 2:210 (Organizational School Board Meeting)

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School Board

Board-Superintendent Relationship ¹

The School Board directs, through policy, the Superintendent in his or her charge of the administration of the District by delegating its authority to operate the District and provide leadership to staff. The Board employs and evaluates the Superintendent and holds him or her responsible for the operation of the District in accordance with Board policies and State and federal law. ²

The Board-Superintendent relationship is based on mutual respect for their complementary roles. The relationship requires clear communication of expectations regarding the duties and responsibilities of both the Board and Superintendent.

The Board considers the recommendations of the Superintendent as the District's Chief Executive Officer. The Board adopts policies necessary to provide ~~general~~ direction for the District and to encourage achievement of District goals. The Superintendent develops plans, programs, and procedures needed to implement the policies and directs the District's operations.

LEGAL REF.: 105 ILCS 5/10-16.7 and 5/10-21.4.

CROSS REF.: 3:40 (Superintendent)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State law controls this policy's content. 105 ILCS 5/10-16.7 requires the board to make all employment decisions pertaining to the superintendent as well as "[to] direct, through policy, the superintendent in his or her charge of the administration of the school district, including without limitation considering the recommendations of the superintendent concerning the budget, building plans, the locations of sites, the selection, retention, and dismissal of employees, and the selection of textbooks, instructional material, and courses of study." It also requires the "board [to] evaluate the superintendent in his or her administration of school board policies and his or her stewardship of the assets of the district."

Open and honest communication between the board and superintendent about expectations is crucial. The superintendent and board should periodically discuss, for example, the amount, type, and timing of information each expects to give and receive. Discussing each party's role and using an annual, formal, written superintendent evaluation process that includes a written evaluation instrument will further clarify role expectations.

² Boards may want to incorporate additional governance concepts into the first ~~sentence~~paragraph, e.g., by holding the superintendent responsible for progress toward district ends. See IASB's *Foundational Principles of Effective Governance*, www.iasb.com/principles_popup.cfm. The IASB guide titled *The Superintendent Evaluation Process* contains information on strengthening the board-superintendent relationship. It is available at: www.iasb.com/training/superintendent-evaluation-process.pdf.

School Board

Board Policy Development ¹

The School Board governs using written policies. Written policies ensure legal compliance, establish Board processes, articulate District ends, delegate authority, and define operating limits. Board policies also provide the basis for monitoring progress toward District ends. ²

Policy Development

Anyone may propose new policies, changes to existing policies, or deletion of existing policies. Staff suggestions should be processed through the Superintendent. Suggestions from all others should be made to the Board President or the Superintendent.

A Board Policy Committee will consider all policy suggestions and provide information and recommendations to the Board. ³

The Superintendent is responsible for: (1) providing relevant policy information and data to the Board, (2) notifying those who will implement or be affected by or required to implement a proposed policy and obtaining their advice and suggestions, and (3) having policy recommendations drafted into written form for Board deliberation. The Superintendent shall seek the counsel of the Board Attorney when appropriate.

Policy Adoption and Dissemination

Policies or policy revisions will not be adopted at the Board meeting at which they are first introduced, except when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant.⁴ Further Board consideration may be given at a subsequent meeting(s) and after opportunity for community input. The adoption of a policy will serve to supersede all previously adopted policies on the same topic.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State law requires this subject matter be covered by policy. See 105 ILCS 5/10-20.5 and 5/10-16.7.

105 ILCS 5/10-16.7 requires the board to make all employment decisions pertaining to the superintendent as well as “to direct, through policy, the superintendent in his or her charge of the administration of the school district, including, without limitation, considering the recommendations of the superintendent concerning the budget, building plans, the locations of sites, the selection, retention, and dismissal of employees, and the selection of textbooks, instructional material, and courses of study.” Rather than being a laundry list of mandated written board policies, this [statute](#)~~list~~ provides items on which boards must make decisions after considering the superintendent’s recommendations. The statute also requires the “board [to] evaluate the superintendent in his or her administration of board policies and his or her stewardship of the assets of the district.” Boards have broad incidental powers to adopt all necessary policies. *Thomas v. Bd. of Educ. of Cmty. Unit Sch. Dist. 1*, 117 Ill.App.3d 374 (5th Dist. 1983).

² See the IASB’s *Foundational Principles of Effective Governance*, available on-line at: www.iasb.com/pdf/found_prin.pdf.

³ Optional. See [sample](#) policy 2:150, *Committees*.

⁴ State law does not require a first reading before a board adopts a policy. The use of a consent agenda allows a board to vote on a matter without discussion. Policies or policy revisions may be appropriate for a consent agenda when providing for legal compliance; [updating legal references](#); correcting substantive grammar, spelling, or punctuation; or clarifying pre-existing policy language. A board member may make a motion to remove any item from the consent agenda to the regular agenda for discussion. See [sample](#) policy 2:220, *School Board Meeting Procedure*.

The Board policies are available for public inspection in the District's main office during regular office hours.⁵ Copy requests should be made pursuant to Board policy 2:250, *Access to District Public Records*.

Board Policy Review and Monitoring

The Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required. The Board may use an annual policy review and monitoring calendar.⁶

Words Importing Gender⁷

Throughout this policy manual, words importing the masculine and/or feminine gender include all gender neutral/inclusive pronouns.

Superintendent Implementation

The Board will support any reasonable interpretation of Board policy made by the Superintendent.⁸ If reasonable minds differ, the Board will review the applicable policy and consider the need for further clarification.

In the absence of Board policy, the Superintendent is authorized to take appropriate action.

Suspension of Policies

The Board, by a majority vote of members present at any meeting, may temporarily suspend a Board policy except those provisions that are controlled by law or contract. The failure to suspend with a specific motion does not invalidate the Board action.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁵ This sentence must be customized to include where and how policies are available, such as, through School Board Policies Online or the district's website.

⁶ Optional. [Examples of review and monitoring plans can be found here: www.iasb.com/IASB/media/Documents/Review-by-Policy-Manual.pdf](http://www.iasb.com/IASB/media/Documents/Review-by-Policy-Manual.pdf) and www.iasb.com/IASB/media/Documents/Hybrid-Approach.pdf.

⁷ Optional. Consult the board attorney to determine whether inclusion of a subhead related to gender neutral/inclusive pronouns is appropriate for the district. This subhead's text mirrors language from the Ill. Statute on Statutes importing words applying the masculine gender to include the female gender. See 5 ILCS 70/1.04.

For students, State law prohibits gender-based discrimination, including transgender and gender non-conforming students. 775 ILCS 5/5-101(A)(11); 775 ILCS 5/1-103(O-1); and 23 Ill.Admin.Code §1.240. Title IX of the Education Amendments of 1972 (20 U.S.C. §1681) also prohibits exclusion and discrimination on the basis of sex. 20 U.S.C. §1681(a). See also [sample](#) policy 7:10, *Equal Educational Opportunities*.

For employees, [the Equal Employment Opportunities Act \(a/k/a Title VII of the Civil Rights Act of 1964\)](#) prohibits discrimination because of an individual's sex, which includes sexual orientation and/or transgender status. See 42 U.S.C. §2000e *et seq.*, amended by The Lilly Ledbetter Fair Pay Act of 2009, Pub.L. 111-2; [Bostock v. Clayton Cnty.](#), [590 U.S. 644](#) (2020); and [Hively v. Ivy Tech](#), 853 F.3d 339 (7th Cir. 2017). See also [sample](#) policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

⁸ The board delegates authority to the superintendent through written board policy. The board will not substitute its judgment for that of the superintendent when the superintendent acts reasonably based upon his or her policy interpretation. See the IASB's *Foundational Principles of Effective Governance*, available online at: www.iasb.com/pdf/found_prin.pdf.

LEGAL REF.: 105 ILCS 5/10-20.5.

CROSS REF.: 2:150 (Committees), 2:250 (Access to District Public Records), 3:40 (Superintendent)

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General School Administration

Chain of Command

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.¹

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. When this is not possible, the division of responsibility must be clear.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:140 (Communications To and From the Board), 3:70 (Succession of Authority), 8:110 (Public Suggestions and Concerns)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ The chain of command communicates the channels of authority that should be consistently followed with informal conversations that can solve issues without use of the more formal policy 2:260, *Uniform Grievance Procedure*, other administrative procedures, and/or collective bargaining agreements. See IASB's *Foundational Principles of Effective Governance*, at www.iasb.com/principles_popup.cfm.

Operational Services

Payment Procedures ¹

The Treasurer shall prepare a list of all due and payable bills, indicating vendor name and amount, and shall present it to the School Board in advance of the Board's first regular monthly meeting or, if necessary, a special meeting. These bills are reviewed by the Board, after which they may be approved for payment by Board order.² Approval of all bills shall be given by a roll call vote, and the votes shall be recorded in the minutes.³ The Treasurer shall pay the bills after receiving a Board order or pertinent portions of the Board minutes, even if the minutes are unapproved, provided the order or minutes are signed by the Board President and Secretary, or a majority of the Board. ⁴

The Treasurer is authorized, without further Board approval, to pay Social Security taxes, wages, pension contributions, utility bills, and other recurring bills.⁵ These disbursements shall be included in the listing of bills presented to the Board.

The Board authorizes the Superintendent or designee to establish revolving funds and a petty cash fund system for school cafeterias, lunchrooms, athletics, or similar purposes, provided such funds are maintained in accordance with Board policy 4:80, *Accounting and Audits*, and remain in the custody of an employee who is properly bonded according to State law. ⁶

LEGAL REF.: 105 ILCS 5/8-16, 5/10-7, and 5/10-20.19.
23 Ill.Admin.Code §100.70.

CROSS REF.: 4:55 (Use of Credit and Procurement Cards), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State or federal law controls this policy's content.

² 105 ILCS 5/8-16 and 5/10-20.19.

³ 105 ILCS 5/10-7.

⁴ Except for the payment of social security taxes and recurring bills, 105 ILCS 5/8-16 permits the treasurer to "pay out funds of the school district only upon an order of the board signed by the president and clerk or secretary or by a majority of the board." 105 ILCS 5/10-20.19 grants the treasurer authority to pay bills after receipt of "a certified copy of those portions of the board minutes, properly signed by the secretary and president, or a majority of the board." As minutes are not approved until the following meeting, a literal reading of this statute would result in late payments. The policy uses a pragmatic solution: the treasurer may pay bills upon receiving a board order or minutes, even if the minutes are unapproved, provided the order or minutes are signed by the president and secretary, or a majority of the board.

The Local Government Prompt Payment Act (50 ILCS 505/) governs the timelines for a board's approval and payment of bills and potential penalties for late payment. Unless otherwise agreed to between the board and a vendor/contractor, bills must be approved or disapproved within 30 days after receipt of the bill or 30 days after the date on which the goods or services are received, whichever is later, and payment is due within 30 days after the date of approval. 50 ILCS 505/3, 505/4, and 505/6.

⁵ 105 ILCS 5/8-16 and 5/10-20.19.

⁶ 105 ILCS 5/10-20.19(2); 23 Ill.Admin.Code §100.70.

Operational Services

Use of Credit and Procurement Cards ¹

The Superintendent and employees designated by the Superintendent are authorized to use District credit and procurement cards to simplify the acquisition, receipt, and payment of purchases and travel expenses incurred on the District's behalf.² Credit and procurement cards shall only be used for those expenses that are for the District's benefit and serve a valid and proper public purpose; they shall not be used for personal purchases. Cardholders are responsible for exercising due care and judgment and for acting in the District's best interests.

The Superintendent or designee shall manage the use of District credit and procurement cards by employees. It is the Board's responsibility, through the audit and approval process, to determine whether District credit and procurement card use by the Superintendent is appropriate.

In addition to the other limitations contained in this and other Board policies, District credit and procurement cards are governed by the following restrictions:³

1. Credit and/or procurement cards may only be used to pay certain job-related expenses or to make purchases on behalf of the Board or District or any student activity fund, or for purposes that would otherwise be addressed through a conventional revolving fund.⁴

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ If district employees or board members are issued credit and/or procurement cards, an ISBE rule requires this subject matter to be covered in policy and specifies its content, 23 Ill.Admin.Code §100.70(d). Add the following optional new paragraph if the district issues credit cards to board members:

The District may from time-to-time issue and/or authorize Board members to use District credit cards to simplify the payment of actual and necessary expenses as authorized in Board policy 2:125, *Board Member Compensation; Expenses*. The Board will determine whether a Board member's use of a District credit card is appropriate through the expense approval process and the annual audit. All other components of this policy apply to a Board Member's use of a District credit card.

See f/n 19 in [sample](#) policy 2:125, *Board Member Compensation; Expenses* and ensure both policies are consistent in their treatment of this issue.

² The Local Government Travel Expense Control Act (50 ILCS 150/) requires districts to regulate the reimbursement of all travel, meal and lodging expenses of board members and employees. 50 ILCS 150/10. Consult the board attorney about how the Act affects the use of credit and procurement cards.

³ The policy's restrictions, numbered 1-10, correspond to the items that ISBE requires to be covered. Each item may be customized as long as the following items are covered as per 23 Ill.Admin.Code §100.70(d):

1. Identifies the allowable types of purchases;
2. Provides for the issuing bank to block the cards' use at unapproved merchants;
3. Limits the amount a cardholder can charge in a single purchase or within a given month;
4. Provides specific guidelines on purchases via telephone, fax, and the Internet;
5. Indicates the consequences for unauthorized purchases;
6. Requires cardholders to sign a statement affirming that they are familiar with the board's credit card policy;
7. Requires review and approval of purchases by someone other than the cardholder or user;
8. Requires submission of original receipts to document purchases; and
9. Forbids the use of a card to make purchases in a manner contrary to the requirements of 105 ILCS 5/10-20.21.
10. Indicates how financial or material rewards or rebates are to be accounted for and treated.

⁴ This limitation is from the introductory sentence in 23 Ill.Admin.Code §100.70(d).

2. The Superintendent or designee shall instruct the issuing bank to block the cards' use at unapproved merchants.
3. Each cardholder, other than the Superintendent, may charge no more than \$500 in a single purchase and no more than \$1000 within a given month without prior authorization from the Superintendent. ⁵
4. The Superintendent or designee must approve the use of a District credit or procurement card whenever such use is by telephone, fax, and the Internet. Permission shall be withheld when the use violates any Board policy, is from a vendor whose reputation has not been verified, or would be more expensive than if another available payment method were used.
5. The consequences for unauthorized purchases include, but are not limited to, reimbursing the District for the purchase amount, loss of cardholding privileges, and, if made by an employee, discipline up to and including discharge.
6. All cardholders must sign a statement affirming that they are familiar with this policy. ⁶
7. The Superintendent shall implement a process whereby all purchases using a District credit or procurement card are reviewed and approved by someone other than the cardholder or someone under the cardholder's supervision.
8. Cardholders must submit the original, itemized receipt to document all purchases.
9. No individual may use a District credit or procurement card to make purchases in a manner contrary to State law, including, but not limited to, the bidding and other purchasing requirements in 105 ILCS 5/10-20.21, or any Board policy.
10. The Superintendent or designee shall account for any financial or material reward or rebate offered by the company or institution issuing the District credit or procurement card and shall ensure that it is used for the District's benefit.

LEGAL REF.: 105 ILCS 5/10-20.21.
23 Ill.Admin.Code §100.70(d).

CROSS REF.: 4:50 (Payment Procedures), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits), 4:90 (Student Activity and Fiduciary Funds), 5:60 (Expenses)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁵ The dollar caps are at the local board's discretion. An alternative follows: "The Superintendent shall limit the amount each cardholder may charge in a single purchase or within a given month and inform the issuing bank of these limitations."

⁶ See [sample](#) exhibit 4:55-E, *Cardholder's Statement Affirming Familiarity with Requirements for Using District Credit and/or Procurement Cards*.

Operational Services

Pandemic Preparedness; Management; and Recovery ¹

The School Board recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety during a pandemic. ²

A pandemic is a global outbreak of disease. Pandemics happen when a new virus emerges to infect individuals and, because there is little to no pre-existing immunity against the new virus, it spreads sustainably. ³

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ Certain subheads of this policy are required; specifically **Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plan(s)** (see f/n 12, below), and depending upon the specific terms of government orders and/or guidance issued during a pandemic, if a district wishes to continue to charge employee salaries and benefits to a grant during an extended school closure, **Payment of Employee Salaries During Emergency School Closures** (see f/n 11, below). Other subheads and text in this policy are optional. Its purpose is to establish board direction about pandemic preparedness, management, and recovery issues and inform the community about the board's role during a pandemic.

Boards are authorized to adopt a policy on pandemic preparedness even though State and federal law provide little guidance. On 3-11-20, the World Health Organization (WHO) characterized the COVID-19 outbreak as a pandemic. See www.who.int/director-general/speeches/detail/who-director-general-s-opening-remarks-at-the-media-briefing-on-covid-19--11-march-2020. Before the COVID-19 pandemic, most research and guidance around pandemics was specific to influenza, but the same principles for influenza pandemics were applied to the management of the COVID-19 pandemic. State law grants boards broad authority to formulate, adopt, and modify school board policies, at the board's sole discretion, subject only to mandatory collective bargaining agreements and State and federal law. 105 ILCS 5/10-20.5 and 115 ILCS 5/1 *et seq.* See [sample policies](#) 2:20, *Powers and Duties of the School Board; Indemnification*, and [also](#) 2:240, *Board Policy Development*.

Information similar to this policy's content may also be a part of a district's safety plans, which the superintendent uses to implement the board's direction in this policy.

See f/n 3, below for a definition of a pandemic. ~~According to the Centers for Disease Control and Prevention (CDC) guidance, schools serve as an "amplification point" of flu epidemics. School Superintendent's Insider, April 2007. School officials should be preparing for the flu pandemic as a U.S. Health and Human Services Pandemic Influenza Plan estimates that about 30 percent of the general population would become ill in a pandemic. The agency estimates among school-aged children the figure would be higher, about 40 percent. Sources: NSBA and School Board News, 3-14-06.~~

² Multiple stakeholders at many levels and in many groups have important roles in effective pandemic preparedness, management, and recovery efforts. Stakeholders include federal departments and agencies, public health organizations, State and local health departments and laboratories, private health care organizations, influenza vaccine and antiviral manufacturers, and vaccine distributors and vaccinators. **Illinois Pandemic Influenza Preparedness and Response Plan**, Version 5.0, May 2014, *Concept of Operations 2.0*, page 36, at: www.idph.state.il.us/pandemic_flu/planning.htm.

³ This paragraph embodies the CDC's pandemic definition. See www.cdc.gov/flu/pandemic-resources/basics/index.html ~~www.cdc.gov/pandemic-flu/basics/index.html~~. The **Illinois Pandemic Influenza Preparedness and Response Plan**, Version 5.0, May 2014, also defines pandemic at page 9; however, that definition is specific to influenza. The ~~new~~ COVID-19 coronavirus is not an influenza virus yet was characterized as a pandemic by ~~WHO~~ the World Health Organization.

Prior to the COVID-19 pandemic, literature discussed that during an influenza pandemic, a new influenza virus will cause thousands or even millions of people to contract the disease and, in turn, spread the illness to others because people have not been previously exposed to the new virus. See **School Guidance During an Influenza Pandemic**, December 2006, at: www.idph.state.il.us/pandemic_flu/school_guide/school_pan_flu_guide.pdf; Ill. State Board of Education (ISBE) opening letter to School Officials dated November 2006 from Dr. Randy J. Dunn and Dr. Eric Whitaker, at: www.idph.state.il.us/pandemic_flu/school_guide/sppg_letter.pdf.

To prepare the School District community for a pandemic, the Superintendent or designee shall:⁴ (1) learn and understand how the roles that the federal, State, and local government function; (2) form a pandemic planning team consisting of appropriate District personnel and community members to identify priorities and oversee the development and implementation of a comprehensive pandemic school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing⁵

In the case of a pandemic, the Governor may declare a disaster due to a public health emergency that may affect any decision for an emergency school closing. Decisions for an emergency school closing

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⁴ 105 ILCS 5/10-16.7. The school board directs, through policy, the superintendent in his or her charge of the district's administration.

⁵ In times of emergency, the functions of different levels of State and federal government often become cloudy, and determining what governmental entity has powers to take a particular action can be confusing. The concept of federalism, or the coexistence of federal and state governments with their own local powers, was utilized during the response to the COVID-19 pandemic. Federalism is premised on the Constitutional limits of federal power. See U.S. Const. Art. I, Sec. 8 (limiting powers of Congress providing only those powers enumerated). Generally, during the COVID-19 pandemic, Illinois and other states were left with these remaining powers of government to respond to the crisis. The states' governors and local leaders made state-specific or locality-specific decisions based upon the local conditions in each community. Depending upon the federal administration in power at the time of a pandemic, the federal government may seek to play a greater or lesser role in the management of a pandemic.

Local health departments, emergency medical agencies, and the Regional Office of Education (or appropriate Intermediate Service Center) may direct a school to close during a pandemic. See **School Guidance During an Influenza Pandemic**, December 2006, at: www.idph.state.il.us/pandemic_flu/school_guide/school_pan_flu_guide.pdf; ISBE opening letter to school officials dated November 2006 from Dr. Randy J. Dunn and Dr. Eric Whitaker. This letter is at: www.idph.state.il.us/pandemic_flu/school_guide/sppg_letter.pdf. Since the 2006 School Guidance During an Influenza Pandemic letter was written, several Illinois schools faced an H1N1 outbreak in 2009, and all Illinois schools faced the COVID-19 pandemic in 2020 and the years following.

The Ill. Dept. of Public Health (IDPH) is also authorized to order a place to be closed and made off-limits to the public to prevent the probable spread of a dangerously contagious or infectious disease. 20 ILCS 2305/2(b).

The Governor also has emergency powers upon his or her declaration of a disaster, which includes among other things public health emergencies. 20 ILCS 3305/4 and 3305/7. Upon such proclamation, the Governor has, and may exercise for a period not to exceed 30 days, several emergency powers. *Id.*

During the 2009 H1N1 outbreak, ISBE directed schools with a statement titled *Closing School in Response to H1N1* that outlined "the decision to close school must be made locally by the school district and in conjunction and support with the relevant local public health department. The impact of a pandemic may vary from region to region. Therefore, it is crucial that district administrators rely on the advice and recommendations of their local public health department." During the COVID-19 pandemic, the Governor and ISBE issued many directives and/or guidance, including reliance upon the advice and recommendations of local public health departments. See www.isbe.net/Pages/covid19.aspx. And see IDPH-ISBE joint [summary of the CDC's schools—guidance for prevention of COVID-19 in schools](https://dph.illinois.gov/content/dam/soi/en/web/idph/covid19/guidance/school/School-Guidance_6.13.2023.pdf), at: https://dph.illinois.gov/content/dam/soi/en/web/idph/covid19/guidance/school/School-Guidance_6.13.2023.pdf www.dph.illinois.gov/covid19/community-guidance/school-guidance.html.

will be made by the Superintendent in consultation with and, if necessary, at the direction of the Governor, Ill. Dept. of Public Health, District's local health department, emergency management agencies, and/or Regional Office of Education.⁶

During an emergency school closing, the Board President and the Superintendent⁷ may, to the extent the emergency situation allows, examine existing Board policies pursuant to Policy 2:240, *Board Policy Development*, and recommend to the Board for consideration any needed amendments or suspensions to address mandates that the District may not be able to accomplish or implement due to a pandemic.⁸

Board Meeting Procedure; No Physical Presence of Quorum and Participation by Audio or Video⁹

A disaster declaration related to a public health emergency¹⁰ may affect the Board's ability to meet in person and generate a quorum of members who are physically present at the location of a meeting. Policy 2:220, *School Board Meeting Procedure*, governs Board meetings by video or audio conference without the physical presence of a quorum.

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During the COVID-19 pandemic, protests occurred and many lawsuits were filed challenging ~~Ill.~~ Gov. Pritzker's extensions of disaster declaration emergency power under the Ill. Emergency Management Act (IEMA), 20 ILCS 3305/7. ~~See the COVID-19 disaster declarations and Executive Orders (EO) at: www.coronavirus.illinois.gov.~~ Controversies existed across party and regional lines with all branches of government looking to balance the need to protect human life against the desire to preserve personal liberty. Gov. Pritzker's Executive Orders (EOs) faced unsettled challenges in both the courts of law and public opinion as a five-phased plan to re-open Illinois was also being introduced a/k/a *Restore Illinois Plan* (coronavirus.illinois.gov/s/restore-illinois-introduction). Certain EOs required schools to implement specific mitigations, including universal indoor masking, exclusion of close contacts, and vaccination/testing mandates for school personnel. The EOs and the implementing emergency rules adopted by ISBE and IDPH were the subject of frequent litigation, ~~but as of the date of the publication of PRESS Issue 109, no Illinois court has issued a final decision addressing the Governor's authority to mandate such mitigations.~~ See *Austin v. Bd. of Educ. of Cmty. Unit. Sch. Dist. 300 et al. v. Pritzker*, 2022 IL 128205 (Ill. 2022). ~~Therefore,~~ the scope of the Governor's authority over schools in a pandemic remains unsettled. Some school personnel objected to the vaccination/testing mandate under the Health Care Right of Conscience Act (HCRCA), 745 ILCS 70/. The General Assembly subsequently amended the HCRCA to clarify that it is not a violation of the HCRCA for public officials or employers to require services by health care personnel (such as testing) intended to prevent the transmission of COVID-19. 745 ILCS 70/13.5, ~~added by P.A. 102-667.~~ Following the HCRCA amendment, an Illinois appellate court denied plaintiff employees emergency relief from the vaccination/testing mandate for school personnel, finding that their claims under the HCRCA were unlikely to succeed. *Graham v. Pekin Fire Dept., et al.*, 2022 IL App (4th) 220270 *Glass v. Dept. of Corrections, et al.*, 461 Ill.Dec. 384 (4th Dist. 2022).

⁶ Use this alternative for districts in suburban Cook County: replace "Regional Office of Education" with "appropriate Intermediate Service Center."

⁷ For a board that prefers its policy committee to engage in this work, delete Board President and the Superintendent and insert: Board Policy Committee. See policies 2:150, *Committees* and 2:240, *Board Policy Development*. This sample policy uses the board president and superintendent as the default text because during a pandemic, it may be difficult for a board policy committee to meet pursuant emergency executive orders that are issued, etc.

⁸ For an example of some issues that these entailed during the COVID-19 pandemic, see paragraph six of f/n 12, below.

⁹ 5 ILCS 120/2.01 and 120/7(e), ~~respectively amended and added by P.A. 101-640.~~ See also 105 ILCS 5/10-6, 5/10-12, and 5/10-16.

¹⁰ While 5 ILCS 120/7(e)(1), ~~added by P.A. 101-640,~~ uses the phrase "related to public health concerns," the text "due to public health emergency" aligns with Ill. Emergency Act (IEMA), 20 ILCS 3305/4 and 7, the governing statute of disaster declarations. For ease of understanding and alignment with IEMA, this policy uses "public health emergency." For more discussion, see f/n 33 in sample policy 2:220, *School Board Meeting Procedure*.

Payment of Employee Salaries During Emergency School Closures ¹¹

The Superintendent shall consult with the Board to determine the extent to which continued payment of salaries and benefits will be made to the District's employees, pursuant to Board policies 3:40, *Superintendent*, 3:50, *Administrative Personnel Other Than the Superintendent*, 5:35, *Compliance with the Fair Labor Standards Act*, 5:200, *Terms and Conditions of Employment and Dismissal*, and 5:270, *Employment At-Will, Compensation, and Assignment*, and consistent with: (1) applicable laws, regulations, federal or State or local emergency declarations, executive orders, and agency directives; (2) collective bargaining agreements and any bargaining obligations; and (3) the terms of any grant under which an employee is being paid.

Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plan(s)

When the Governor declares a disaster due to a public health emergency pursuant to 20 ILCS 3305/7, and the State Superintendent of Education declares a requirement for the District to use *Remote*

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The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹¹ ~~This may be R~~required if a district wishes to continue to charge employee salaries and benefits to a grant during an extended school closure, depending upon the specific terms of government orders and/or guidance issued during a pandemic. 2 C.F.R. Part 200 (see, e.g., www.whitehouse.gov/wp-content/uploads/2020/03/M-20-17.pdf, which was extended until 9-30-20 by www.whitehouse.gov/wp-content/uploads/2020/06/M-20-26.pdf) and 30 ILCS 708/. ~~See sample procedure 4:180-AP3, Grant Flexibility; Payment of Employee Salaries During a Pandemic, and its footnotes.~~

During the COVID-19 pandemic, Gov. Pritzker and ISBE issued directives and/or guidance regarding payment of school district employees that may impact a board's decision regarding continued payment of employees during an extended closure. ISBE and the Governor suspended in-person learning and issued a Joint Statement (JS) with other school administrator and union groups, which purported to mandate that all school district employees on the district's payroll be paid as if districts were functioning normally and they were performing their normal work. See www.isbe.net/Documents/Joint-Statement-Updated%203-27-20.pdf. The JS cited no specific authority for the payment mandate. Additionally, changes to wages, hours, terms and conditions of employment, even when made during an extraordinary circumstance such as a pandemic, remain subject to collective bargaining obligations.

Learning Days or Blended Remote Learning Days, the Superintendent shall approve and present to the Board for adoption a Remote and/or Blended Remote Learning Day Plan¹² (Plan) that: ¹³

1. Recommends to the Board for consideration any suspensions or amendments to curriculum-related policies to reduce any Board-required graduation or other instructional requirements in excess of minimum curricular requirements specified in School Code that the District may not be able to provide due to the pandemic; ¹⁴

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¹² 105 ILCS 5/10-30(3), ~~added by P.A. 101-643~~, requires the “[board] to adopt and the superintendent to approve” these plans upon the following statutory triggers: (1) the governor declaring a disaster pursuant to 20 ILCS 3305/, and (2) the state superintendent of education declaring a requirement for a school district, multiple school districts, a region, or the entire State. See sample administrative procedure 6:20-AP, *Remote and/or Blended Remote Learning Day Plan(s)* for the specifics of implementing Remote Learning Days (RLDs) and/or Blended Remote Learning Days (BLRDs).

Implementing a plan under this subhead contains items on which collective bargaining may be required. Any policy that impacts wages, hours, or terms and conditions of employment, is subject to collective bargaining upon request by the employee representative, even if the policy involves an inherent managerial right. This subhead of the policy concerns an area in which the law is unsettled. See 105 ILCS 5/10-30(7), ~~added by P.A. 101-643~~ (stating that it does not increase or diminish any collective bargaining rights under existing law). Aspects of the plan that impact the wages or other terms or conditions of employment will need to be bargained with the exclusive bargaining representative(s).

To avoid confusion, note that the triggers under the Open Meetings Act (OMA), 5 ILCS 120/7(e), ~~added by P.A. 101-640~~, for when a school board may conduct its meetings by audio or video conference without the physical presence of a quorum are a bit more broad: (1) the “governor **or the director of IDPH** has issued a disaster declaration as defined in 20 ILCS 3305/, and (2) all or part of the jurisdiction of the [school board] is covered by the disaster area. This means that it is possible for the board to meet remotely under OMA if the director of IDPH declares a disaster, but the School Code requires the governor to be the one to declare the disaster under 20 ILCS 3305/ in order for the state superintendent of education to declare that a district implement RLD/BRLDs. RLD/BRLDs and *e-learning days/e-learning programs* are different. RLD/BRLDs are for use when the governor declares a disaster under 20 ILCS 3305/ and the state superintendent has declared a requirement for the district to use them to provide remote instruction to pre-kindergarten through grade 12 that count as pupil attendance days under 105 ILCS 5/10-19.05(j-5), ~~amended by P.A. 101-643~~. 105 ILCS 5/10-30(1), ~~added by P.A. 101-643~~. BRLDs allow districts to utilize “hybrid models of in-person and remote instruction. E-learning days are part of an e-learning program that require a board to, among other things, hold a public hearing and obtain approval by the Regional Office of Education (or Intermediate Service Center) to allow the district to provide instruction to students electronically while they are not physically present ~~due to inclement weather and other unexpected events~~ in lieu of the district’s scheduled emergency days as required under 105 ILCS 5/10-19 or because a school was selected to be a polling place under 10 ILCS 5/11-4.1. 105 ILCS 5/10-20.56(b), amended by P.A. ~~103-780s, 101-12 and 101-643~~. School districts with e-learning programs may adapt them for use during RLDs and BLRDs (105 ILCS 5/10-20.56(a), ~~amended by P.As. 101-12 and 101-643~~, and 5/10-30(2), ~~added by P.A. 101-643~~.

If the board has adopted an e-learning program pursuant to 105 ILCS 5/10-20.56, ~~added by P.A. 101-12~~, add the following text to number two after 105 ILCS 5/10-30:

2. by adapting into a Plan the District’s e-learning program implemented pursuant to 105 ILCS 5/10-20.56

See sample policies 6:20, *School Year Calendar and Day*, 6:300, *Graduation Requirements*, ~~and~~ 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*, and Executive Order 2020-31 (temporarily suspending certain State assessment and graduation requirements (not local requirements that exceed the State-identified minimums)) and allowing local school boards to amend policies to reduce any local graduation requirements adopted in excess of the minimum requirements specified in School Code that school districts were unable to complete during the 2019-20 school year due to the suspension of in-person instruction and/or the Stay-at-Home orders issued in response to the COVID-19 pandemic).

¹³ 105 ILCS 5/10-30(3), ~~added by P.A. 101-643~~ states “the district shall adopt a remote and blended remote learning day plan approved by the district superintendent.” For ease of administration, to avoid confusion during implementation, and to align with the IASB Foundational Principles of Effective Governance (www.iasb.com/principles_popup.cfm), this policy assigns the duty to *adopt* the remote and blended remote learning day plan (plan) by “the district” to the board. In alignment with this policy, ~~sample~~ administrative procedure 6:20-AP, *Remote and/or Blended Remote Learning Day Plan(s)*, requires the superintendent to approve the plan and present it to the board for *adoption* prior to district-wide implementation and posting on the district’s website.

¹⁴ 105 ILCS 5/10-30(8), ~~added by P.A. 101-643~~, does not excuse districts from completing all statutory and regulatory curricular mandates and offerings.

2. Implements the requirements of 105 ILCS 5/10-30; and
3. Ensures a plan for periodic review of and/or amendments to the Plan when needed and/or required by statute, regulation, or State guidance.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.5, 5/10-20.56, and 5/10-30.
5 ILCS 120/2.01 and 120/7(e), Open Meetings Act.
20 ILCS 2305/2(b), Ill. Dept. of Public Health Act (Part 1).
20 ILCS 3305/, Ill. Emergency Management Agency Act.
115 ILCS 5/, Ill. Educational Labor Relations Act.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the School Board; Indemnification), 2:220 (School Board Meeting Procedure), 2:240 (Board Policy Development), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:70 (Succession of Authority), 4:170 (Safety), 5:35 (Compliance with the Fair Labor Standards Act), 5:200 (Terms and Conditions of Employment and Dismissal), 5:270 (Employment At-Will, Compensation, and Assignment), 6:20 (School Year Calendar and Day), 6:60 (Curriculum Content), 6:300 (Graduation Requirements), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)

Students

Nonpublic School Students, Including Parochial and Home-Schooled Students ¹

Part-Time Attendance

The District accepts nonpublic school students, including parochial and home-schooled students, who live within the District for part-time attendance in the District's regular education program on a space-available basis.² Requests for part-time attendance must be submitted to the Building Principal of the school in the school attendance area where the student resides. All requests for attendance in the following school year must be submitted before May 1.³

A student accepted for partial enrollment must comply with all discipline and attendance requirements established by the school. He or she may participate in any co-curricular activity associated with a District class in which he or she is enrolled. The parent(s)/guardian(s) of a student accepted for partial enrollment must pay all fees, pro-rated on the basis of a percentage of full-time fees. Transportation to and/or from school is provided on regular bus routes to or from a point on the route nearest or most easily accessible to the nonpublic school or student's home. This transportation shall be on the same basis as the District provides transportation for its full-time students.⁴ Transportation on other than established bus routes is the responsibility of the parent(s)/guardian(s).

Students with a Disability ⁵

The District accepts for part-time attendance those children for whom it has been determined that special education services are needed, are enrolled in nonpublic schools, and otherwise qualify for

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State or federal law controls this policy's content. The compulsory attendance law requires that parents/guardians of a child between the ages of 7 and 17 years send their child to public school. 105 ILCS 5/26-1 *et seq.* An exception is provided for any child attending a private or parochial school "where children are taught the branches of education taught to children of corresponding age and grades in public schools, and where the instruction of the child in the branches of education is in the English language." *Id.* Home schooling is included in this exception if the teacher is competent, the required subjects are taught, and the student receives an education that is at least equivalent to public schooling. *People v. Levisen*, 404 Ill. 574 (1950).

² As of January 1, 1996, many of the duties imposed on school boards became powers. 105 ILCS 5/10-20. Thus, boards have the power to accept students enrolled in nonpublic schools for part-time attendance. 105 ILCS 5/10-20.24. A board should consult its attorney before deciding not to accept nonpublic students for part-time attendance.

³ *Id.* The deadline for submitting a request is at the local district's option. Consult the board attorney if the district or a school receives a request after this deadline.

⁴ Such transportation is required by 105 ILCS 5/29-4.

⁵ This paragraph restates State law. 105 ILCS 5/14-6.01. Federal law requires districts to develop and implement a system to locate, identify, and evaluate children with disabilities who attend private schools (including religiously affiliated schools and home-schools) located within the district. Moreover, the district must conduct child find activities for private school children with disabilities that are similar to those for children with disabilities in public schools. See 34 C.F.R. §§300.130-300.144 (children with disabilities enrolled by their parents in private schools). See Section 2, **Child Find**, in the IASB/III. Council of School Attorneys sample *Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities*, at www.iasb.com/law/icsaspeded.cfm. ~~Information from the U.S. Dept. of Education is at: www2.ed.gov/admins/lead/speced/privateschools/index.html?exp=3, including~~ See the U.S. Dept. of Education's publication *Provisions Related to Children with Disabilities Enrolled by their Parents in Private Schools*, available at www.ed.gov/sites/ed/files/admins/lead/speced/privateschools/idea.pdf.

enrollment in the District. Requests must be submitted by the student's parent/guardian. Special educational services shall be provided to such students as soon as possible after identification, evaluation, and placement procedures provided by State law, but no later than the beginning of the next school semester following the completion of such procedures. Transportation for such students shall be provided only if required in the child's Individualized Educational Program on the basis of the child's disabling condition or as the special education program location may require.

Extracurricular Activities, Including Interscholastic Competition

A nonpublic school student is eligible to participate in: (1) interscholastic competition, provided his or her participation adheres to the regulations established by any association in which the ~~School~~ District maintains a membership, and (2) non-athletic extracurricular activities, provided the student attends a District school for at least one-half of the regular school day, excluding lunch.⁶ A nonpublic student who participates in an extracurricular activity is subject to all policies, regulations, and rules that are applicable to other participants in the activity.

Assignment When Enrolling Full-Time in a District School

Grade placement by, and academic credits earned at, a nonpublic school will be accepted if the school has a Certificate of Nonpublic School Recognition from the Ill.~~inois~~ State Board of Education, or, if outside Illinois, if the school is accredited by the state agency governing education.⁷

A student who, after receiving instruction in a non-recognized or non-accredited school, enrolls in the District will: (1) be assigned to a grade level according to academic proficiency, and/or (2) have academic credits recognized by the District if the student demonstrates appropriate academic proficiency to the school administration.⁸ Any portion of a student's transcript relating to such instruction will not be considered for placement on the honor roll or computation in class rank.⁹

Notwithstanding the above, recognition of grade placement and academic credits awarded by a nonpublic school is at the sole discretion of the District. All school and class assignments will be made

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⁶ State law is silent on this issue, ~~allowing districts to set their own participation requirements.~~ However, the Ill. High School Association Bylaws, 3.011 and 4.011, state that in order to be eligible to participate in interscholastic competition a student must be enrolled in a district school and take a minimum of 25 credit hours of work for which the district will grant high school credit upon the student completing and passing the courses. If the board decides not to allow such participation, consider omitting this section of the policy and substituting:

Nonpublic school students, regardless of whether they attend a District school part-time, will not be allowed to participate in any extracurricular activities.

⁷ This paragraph is optional; districts are not required to accept the grade placement or academic credits from nonpublic schools. However, the Ill. State Board of Education (ISBE) provides a *recognition* status to nonpublic schools in order to, among other things, provide assurance that the school's educational program meets at least minimum State requirements. See 105 ILCS 5/2-3.25o; 23 Ill.Admin.Code Part 425, and ISBE's guidance at: www.isbe.net/Pages/Nonpublic-Elementary-and-Secondary-School-Registration-and-Recognition.aspx. Nonpublic schools may seek a *Certificate of Nonpublic School Recognition* by complying with these guidelines. While nonpublic school certification is entirely voluntarily, only nonpublic schools that have met the voluntary recognition requirements are eligible to receive school safety and education improvement block grant funding. See 23 Ill.Admin.Code §425.80.

⁸ The question whether to award academic credit based on proficiency is complex. If credit is not given, any incoming secondary student from a nongraded school begins high school as a freshman, regardless of age or proficiency. On the other hand, to award credit based on a student's proficiency only if the student is transferring from a nongraded school will seem unfair to other students. State law is silent on this issue and boards should consult their administrative team for guidance.

⁹ Optional.

according to ~~School~~ Board policy 7:30, *Student Assignment and Intra-District Transfer*, as well as administrative procedures implementing this policy.

LEGAL REF.: 105 ILCS 5/10-20.24 and 5/14-6.01.

CROSS REF.: 4:110 (Transportation), 6:170 (Title I Programs), 6:190 (Extracurricular and Co-Curricular Activities), 6:320 (High School Credit for Proficiency), 7:30 (Student Assignment and Intra-District Transfer), 7:300 (Extracurricular Athletics)

DRAFT

Students

Release During School Hours¹

For safety and security reasons, a prior written or oral consent of a student's custodial parent/guardian is required before a student is released during school hours: (1) at any time before the regular dismissal time or at any time before school is otherwise officially closed, and/or (2) to any person other than a custodial parent/guardian.

Early Dismissal Announcement

The Superintendent or designee shall make reasonable efforts to issue an announcement whenever it is necessary to close school early due to inclement weather or other reason.

[For high school and unit districts only]

Voting² *[High school and unit districts only]*

The Superintendent or designee shall specify the hours during which students who are entitled to vote at a primary, general, or special election, or any election at which propositions are submitted to a popular vote in Illinois, may be absent from school for a period of two hours to vote. Students are

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¹ This sample policy and its contents are discretionary with each school board. Sample ~~PRESS~~-policy 4:170, *Safety*, authorizes the Superintendent to close school(s) in the event of hazardous weather or other emergency that threatens the safety of students, staff members, or school property.

Planning for unforeseen early dismissals furthers a positive parent-school relationship and reduces the possibility of unsupervised children. According to this sample policy's introductory section, the school does not need prior parental consent before releasing students for an early dismissal even when it is unforeseen. The second section, however, requires the superintendent or designee to use *reasonable efforts* to announce an early dismissal. The *reasonable efforts* could be satisfied, for example, by a website posting, email notification, text message notification, telephone chain notification, or recorded message on the school's telephone.

² Optional. While 10 ILCS 5/7-42(b) and 5/17-15(b), ~~amended by P.A. 101-624, eff. 6-1-20~~, do not require this information to be in policy, including it aligns with best practice (ensuring compliance and aligning with good governance principles).

Including it also serves several policy functions and purposes: ensuring legal compliance, directing or authorizing the superintendent or staff members, and/or providing information.

To implement this law, each board and superintendent may wish to engage in a conversation about balancing the students' right to be absent from school with the district's attendance and safety and security goals and its right to minimize disruption to the educational process and/or ensure orderly operation of a school. Factors affecting implementation will depend upon a board's local conditions and the community expectations that may include, but not be limited to: (1) the board attorney's recommendations, (2) the district's budget parameters, if any, for any increased security needs during the 15 days before and the day of the qualifying elections, (3) each individual building's unique needs, and (4) the community's expectations.

The superintendent and building principal may implement this policy differently in different buildings. Once the board and superintendent or designee determine implementation logistics, these should be communicated in student handbooks. A comprehensive student handbook can provide notice of the school's conduct rules, extracurricular and athletic participation requirements, and other important information. The handbook can be developed by the building principal, but should be reviewed and approved by the superintendent and board. The Ill. Principals Association maintains a handbook service that coordinates with **PRESS** material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/resources/model-student-handbook.

For high school and unit districts not wanting to include this subhead, delete it and the Legal Reference to it in this policy, delete it from the Cross References in policy 7:70, *Attendance and Truancy*, and follow the instructions listed in paragraph three of f/n ~~36~~ of sample policy 7:70, *Attendance and Truancy*.

entitled to be absent from school to vote beginning the 15th day before the primary, general, or special election, or any election at which propositions are submitted to a popular vote in Illinois, or on the day of such election.

LEGAL REF.: 10 ILCS 5/7-42(b) and 5/17-15(b), Election Code.

CROSS REF.: 4:170 (Safety)

DRAFT

Students

Student Rights and Responsibilities ¹

All students are entitled to enjoy the rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting.² Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.³

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the U.S. and Illinois Constitutions, are not sponsored, promoted, or endorsed in any manner by the school or any school employee.⁴ *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.⁵

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¹ State or federal law controls this policy's content.

² In 1969 the U.S. Supreme Court changed the relationship between schools and students by finding that students "do not shed their constitutional rights at the schoolhouse door." *Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 89 S.Ct. 733, 393 U.S. 503 (1969).

³ Consult the board attorney to ensure the district's non-discrimination coordinator and complaint managers are trained to appropriately respond to allegations of discrimination based upon bullying and/or sexual violence under Title IX's sexual harassment umbrella. The U.S. Dept. of Education (DOE)'s guidance states that while acts of sexual violence are crimes, they may also be discrimination under Title IX. See *Dear Colleague Letter: Sexual Violence Background, Summary, and Fast Facts*, U.S. Dept. of Education Office for Civil Rights, 111 LRP 23852 (April 4, 2011), at www.ed.gov/about/offices/list/ocr/letters/colleague-201104.html, https://obamawhitehouse.archives.gov/sites/default/files/fact_sheet_sexual_violence.pdf.

⁴ This language is from 105 ILCS 20/5. The statute provides these examples of religious-based meetings: prayer groups, B I B L E (Basic Instruction Before Leaving Earth) clubs, and *meet at the flagpole for prayer* days. **Districts with secondary schools should amend the Cross References by adding "7:330 (Student Use of Buildings - Equal Access)."**

In addition, federal law requires districts to certify that "no [district] policy... prevents, or otherwise denies participation in, constitutionally protected prayer in both public elementary and secondary schools." 20 U.S.C. §7904(b). The State provides certification instructions and the U.S. Dept. of Education DOE provides guidance on constitutionally protected prayer in public schools. See *Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools*, www.ed.gov/policy/gen/guid/religionandschools/prayer_guidance.html. Certification with the Ill. State Board of Education occurs through the signed assurances that a superintendent provides through the grant application process.

⁵ 105 ILCS 20/5.

LEGAL REF.: 20 U.S.C. §7904.
~~105 ILCS 20/5.~~
~~Tinker v. Des Moines Indep. Cmty. Sch. Dist.~~, ~~89 S.Ct. 733~~ 393 U.S.
503 (1969).
105 ILCS 20/5, Silent Reflection and Student Prayer Act.

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:190 (Student Behavior)

DRAFT

Students

Search and Seizure ¹

In order to maintain order and security in the schools, school authorities are authorized to conduct reasonable searches of school property and equipment, as well as of students and their personal effects. “School authorities” includes school liaison police officers. ²

School Property and Equipment as well as Personal Effects Left There On School Property by Students

School authorities may inspect and search school property and equipment owned or controlled by the school (such as, lockers, desks, and parking lots), as well as personal effects left there by a student, without notice to or the consent of the student. Students have no reasonable expectation of privacy in these places or areas or in their personal effects left there. ³

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State or federal law controls this policy’s content. This policy concerns an area in which the law is unsettled. Consult the board’s attorney with questions about implementing this policy and searching students or seizing their possessions.

According to Fourth Amendment cases, a search by the police requires “probable cause” supported by a warrant. However, in a U.S. Supreme Court decision, cited in every student search case, the Court upheld the warrantless search of a student. A search is: (1) justified at its inception when there are reasonable grounds for suspecting the search of a particular student will turn up evidence that the student violated the law or school rules, and (2) permissible in its scope when it is reasonably related to the search’s objective and not excessively intrusive. *T.L.O. v. New Jersey*, 469 U.S. 325 (1985).

² The Ill. Supreme Court upheld a search conducted by a school liaison officer, saying: “Decisions ... that involve police officers in school settings can generally be grouped into three categories: (1) those where school officials initiate a search or where police involvement is minimal, (2) those involving school police or liaison officers acting on their own authority, and (3) those where outside police officers initiate a search. Where school officials initiate the search or police involvement is minimal, most courts have held that the reasonable suspicion test [applies]. ... The same is true in cases involving school police or liaison officers acting on their own authority. ... However, where outside police officers initiate a search, or where school officials act at the behest of law enforcement agencies, the probable cause standard has been applied. In the present case, the record shows that Detective Ruettiger was a liaison police officer on staff at the Alternate School, which is a high school student with behavioral disorders. ... We hold that the reasonable suspicion standard applies under these facts.” *People v. Dilworth*, 169 Ill.2d 195 (1996).

³ ~~A State statute~~ The School Code allows school officials to inspect the personal effects left by a student on property owned or controlled by the school, e.g., lockers, desks, and parking lots. 105 ILCS 5/10-22.6(e). This law does not mean that school officials have an excuse for unjustifiably opening students’ possessions looking for contraband (see footnote 1). See *Doe v. Little Rick Sch. Dist.*, 380 F.3d 349 (8th Cir. 2004) (~~S~~earches conducted pursuant to the following policy were unconstitutional: “[B]ook bags, backpacks, purses and similar containers are permitted on school property as a convenience for students,” and “if brought onto school property, such containers and their contents are at all times subject to random and periodic inspections by school officials.”).

The Fourth Amendment protects individuals from searches only when the person has a legitimate expectation of privacy. While case law supports that lockers, as school property, may be searched without individualized suspicion of wrongdoing, many cases suggest that in order to search a student’s possessions left in the locker, school officials need individualized suspicion of wrongdoing. This paragraph, as well as 105 ILCS 5/10-22.6(e), attempts to avoid Fourth Amendment protection for personal property left by students on school property by telling students not to expect privacy in these places or in their personal property left there. **This is an unsettled area of the law and should be reviewed with the school board’s attorney.**

Option for high school and unit districts, insert the following paragraph:

~~This paragraph applies to student vehicles parked on school property.~~ In addition, Building Principals shall require each high school student, in return for the privilege of parking on school property, to consent in writing to school searches of his or her vehicle, and personal effects therein, without notice and without suspicion of wrongdoing.

The Superintendent may request the assistance of law enforcement officials to conduct inspections and searches of lockers, desks, parking lots, and other school property and equipment for illegal drugs, weapons, or other illegal or dangerous substances or materials, including searches conducted through the use of specially trained dogs. ⁴

Students ⁵

School authorities may search a student and/or the student's personal effects in the student's possession (such as, purses, wallets, knapsacks, book bags, lunch boxes, etc.) when there is a reasonable ground for suspecting that the search will produce evidence the particular student has violated or is violating either the law or the District's student conduct rules. ⁶ The search itself must be conducted in a manner that is reasonably related to its objective and not excessively intrusive in light of the student's age and sex, and the nature of the infraction. ⁷

When feasible, the search should be conducted as follows: ⁸

1. Outside the view of others, including students,
2. In the presence of a school administrator or adult witness, and
3. By a ~~certificated~~licensed employee or liaison police officer of the same sex as the student.

Immediately following a search, a written report shall be made by the school authority who conducted the search, and given to the Superintendent.

Seizure of Property

If a search produces evidence that the student has violated or is violating either the law or the District's policies or rules, such evidence may be seized and impounded by school authorities, and disciplinary

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⁴ 105 ILCS 5/10-22.6(e). The sample policy may be amended to name other staff members who are authorized to request law enforcement aid.

⁵ For more information about searches, seizures, and interviews of students, see *Guidelines for Interviews of Students at School by Law Enforcement Authorities*, published by the Ill. Council of School Attorneys and available at: www.iasb.com/law/ICSAGuidelinesforInterviewsofStudents.pdf.

⁶ T.L.O., 469 U.S. at 342. An unsubstantiated tip from a student may serve as the grounds for a search. People v. Pruitt, 278 Ill.App.3d 194 (1st. Dist. 1996).

⁷ 105 ILCS 5/10-22.6(e) and T.L.O., 469 U.S. at 326.

⁸ Optional; these are practical guidelines that will help to ensure that all searches comply with constitutional requirements. State or federal law requires nothing in this paragraph. For an alternative to intrusive pat-down searches and guidelines on strip searches, see Cornfield v. Consolidated High Sch. Dist. No. 230, 991 F.2d 1316 (7th Cir. 1993). There, school officials had reason to believe that a high school student was concealing illegal drugs in his crotch area. Believing a pat down to be excessively intrusive and ineffective at detecting drugs, the school officials required the student to change into his gym clothes in a locked locker room while male school officials observed him. The search was upheld. But see, Stuczynski v. Bremen High Sch., 423 F.Supp.2d 823 (N.D.Ill. 2006) (~~the~~ requisite individualized, reasonable suspicion to conduct a strip search was missing where the only reason for the strip search was the dean's belief that the students were the last students in a locker room before the money was reported missing.). See also, Safford Unified Sch. Dist. v. Redding, 557 U.S. 364 (2009) (finding a strip search of student was not justified under the circumstances even though the asst. principal had reasonable suspicion but still awarded qualified immunity to the asst. principal because the law was unclear).

A school district may randomly conduct a mass search by using a metal detector. People v. Pruitt, 278 Ill.App.3d 194 (1st. Dist. 1996). The use of a metal detector must be according to the district's standards for when and how metal detector searches are to be conducted.

The U.S. Supreme Court upheld a random drug testing policy for student athletes and extracurricular participants, Vernonia Sch. Dist. 47J v. Acton, 515 U.S. 646 (1995); and Indep.endent Sch. Dist. No. 92 of Pottawatomie County v. Earls, 536 U.S. 822 (2002). The circumstances justifying random drug searches do not exist for the entire student body; thus, random drug tests of the student body would probably not survive constitutional scrutiny.

action may be taken. When appropriate, such evidence may be transferred to law enforcement authorities.⁹

Notification Regarding Student Accounts or Profiles on Social Networking Websites¹⁰

The Superintendent or designee shall notify students and their parents/guardians of each of the following in accordance with the Right to Privacy in the School Setting Act, 105 ILCS 75/:

1. School officials may not request or require a student or his or her parent/guardian to provide a password or other related account information to gain access to the student's account or profile on a social networking website.
2. School officials may conduct an investigation or require a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school disciplinary rule or policy. In the course of an investigation, the student may be required to share the content that is reported in order to allow school officials to make a factual determination.

LEGAL REF.: T.L.O. v. New Jersey, 469 U.S. 325 (1985).
Vernonia Sch. Dist. 47J v. Acton, 515 U.S. 646 (1995).
Safford Unified Sch. Dist. No. 1 v. Redding, 557 U.S. 364 (2009).
105 ILCS 5/10-20.14, 5/10-22.6, and 5/10-22.10a.
Right to Privacy in the School Setting Act, 105 ILCS 75/, Right to Privacy in the School Setting Act.
Cornfield v. Consolidated High Sch. Dist. No. 230, 991 F.2d 1316 (7th Cir. 1993).
People v. Dilworth, 169 Ill.2d 195 (1996), cert. denied, 116 S.Ct. 1692 517 U.S. 1197 (1996).
People v. Pruitt, 278 Ill.App.3d 194 (1st Dist. 1996), app. denied, 167 Ill.2d 564 667 N.E. 2d 1061 (Ill.App.1, 1996).
T.L.O. v. New Jersey, 469 U.S. 325 (1985).
Vernonia School Dist. 47J v. Acton, 515 U.S. 646 (1995).
Safford Unified School Dist. No. 1 v. Redding, 557 U.S. 364 (2009).

CROSS REF.: 7:130 (Student Rights and Responsibilities), 7:150 (Agency and Police Interviews), 7:190 (Student Behavior)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁹ See 105 ILCS 5/10-22.6(e).

¹⁰ Right to Privacy in the School Setting Act, 105 ILCS 75/15. This law prohibits school officials from requiring or requesting a student to provide a password or other related account information. It requires districts to provide parents/guardians with notice of the law. The notification must be published in the school's disciplinary rules, policies, or handbook, or communicated by similar means. The Ill.~~inois~~ Principals Association maintains a handbook service that coordinates with **PRESS** material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/resources/model-student-handbookwww.ilprincipals.org/msh/.

Students

Extracurricular Athletics

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

1. The student must meet the academic criteria set forth in Board policy 6:190, *Extracurricular and Co-Curricular Activities*.¹
2. A parent/guardian of the student must provide written permission for the student's participation, giving the District full waiver of responsibility of the risks involved.²
3. The student must present a current certificate of physical fitness issued by a licensed physician, an advanced practice registered nurse, or a physician assistant. The ***Pre-Participation Physical Examination Form***, offered by the Illinois High School Association and the Illinois Elementary School Association, is the preferred certificate of physical fitness.³
4. The student must show proof of accident insurance coverage either by a policy purchased through the District-approved insurance plan or a parent/guardian written statement that the student is covered under a family insurance plan.⁴

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¹ State or federal law controls this policy's content.

A comprehensive Student Handbook can provide notice to parents and students of the school's conduct rules, extracurricular and athletic participation requirements, and other important information. The building principal usually develops the Handbook, subject to review and approval by the superintendent and board.

Each board in a district that maintains any of grades 9 through 12 must have a *no pass-no play* policy. 105 ILCS 5/10-20.30. See [sample](#) policy 6:190, *Extracurricular and Co-Curricular Activities*, for complete details.

For purposes of clarity, the IASB uses a curricular-extracurricular dichotomy. All classes are included in the category *curricular* as well as what was formally known as *co-curricular*, e.g., band and choral performances that are a required part of the class. The category *extracurricular* includes all school-sponsored activities that are not a part of a student's educational program as reflected in the student's class schedule. Examples include football, cheerleading, French club, Key Club, and student government. Note that extracurricular activities may be curriculum-related or non-curriculum-related for purposes of determining access to school facilities under the federal Equal Access Act. See [PRESS](#)-sample policy 7:330, *Student Use of Buildings - Equal Access*.

² At a minimum, schools should: (1) fully inform and warn students and their parents/guardians of risks inherent in a sport, (2) assist their understanding and appreciation of these risks, and (3) document the school's efforts. See [sample exhibit](#) 7:300-E1, *Agreement to Participate*. This form's provision concerning waiver of liability and hold harmless should be reviewed with the board attorney. The district may not be able to waive gross negligence or recklessness on its part, but the waiver language in the form serves to alert the student and his/her parents/guardians to the seriousness of potential injuries.

³ Students participating in interscholastic athletics must have an annual physical exam. 23 Ill.Admin.Code §1.530(b)(2). [Ill. High School Association \(IHSA\)](#) by-law 2.150 requires schools to have on file for each student participating in interscholastic athletics a certificate of physical fitness issued by a licensed physician, physician assistant, or nurse practitioner not more than 395 days preceding any date of participation; a form is available on the IHSA website at: ihsa.org/Resources/DownloadCenter.aspx.

⁴ This item ensures that students are covered by insurance for medical expenses up to \$50,000 (before the district's catastrophic accident insurance kicks in) and that students who are not covered by the district's catastrophic insurance are otherwise covered by insurance.

5. The student must agree to follow all conduct rules and the coaches' instructions.
6. The student and his or her parents/guardians must provide written consent to random drug and alcohol testing pursuant to the Extracurricular Drug and Alcohol Testing Program.⁵
7. The student and his or her parents/guardians must: (a) comply with the eligibility rules of, and complete any forms required by, any sponsoring association (such as, the Illinois Elementary School Association, the Illinois High School Association, or the Southern Illinois Junior High School Athletic Association),⁶ and (b) complete all forms required by the District including, without limitation, signing an acknowledgment of receiving information about the Board's concussion policy 7:305, *Student Athlete Concussions and Head Injuries*.⁷

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

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

105 ILCS 5/22-15 requires (with limited exceptions) each school district having grades 9-12 to maintain catastrophic insurance coverage for student athletes who sustain an accidental injury while participating in interscholastic athletic events sanctioned by IHSA that results in medical expenses in excess of \$50,000. A district maintaining grades K-8 may, but is not required to, provide accident and/or health insurance on a group or individual basis for students injured while participating in any school-sponsored athletic activity. For more information see [sample policy 4:100, Insurance Management](#).

⁵ Optional; delete if the district does not have such a program. Be sure this provision is consistent with policy 7:240, *Conduct Code for Participants in Extracurricular Activities*, and [administrative procedure 7:240-AP2, Extracurricular Drug and Alcohol Testing Program](#). The Seventh Circuit upheld the constitutionality of a high school's random drug testing program for students involved in extracurricular activities in *Todd v. Rush County Schools*, 133 F.3d 984 (7th Cir. 1998).

⁶ Participants in an IHSA-sponsored or sanctioned athletic event are subject to testing for banned substances. For a list of banned substances, the testing program, and other related resources, see the IHSA Sports Medicine website, www.ihsa.org/Resources/SportsMedicine/PerformanceEnhancingDrugsSteroidEducation.aspx.

The sponsoring organization's rules/bylaws/policies control transgender student participation in extracurricular athletic activities. See:

1. IESA Policy and School Recommendations for Transgender Participation at: www.iesa.org/documents/handbook/IESA-Policies.pdf;
2. IHSA policy #34, *Policy and School Recommendations for Transgender Participation*, at: www.ihsa.org/About-the-IHSA/Constitution-By-laws-Policies; and
3. SIJHSAA Transgender Participation Policy at: [www.sijhsaa.com/images/stories/pdf/TRANSGENDER PARICIPATION POLICY Revised 10-17-18.pdf](http://www.sijhsaa.com/images/stories/pdf/TRANSGENDER_PARICIPATION_POLICY_Revised_10-17-18.pdf).

For further information on accommodating transgender students, see ~~PRESS~~ sample [administrative procedure 7:10-API, Accommodating Transgender, Nonbinary, Students or Gender Non-Conforming Students](#). See also two Ill. State Board of Education non-regulatory guidance documents entitled *Supporting Transgender, Nonbinary and Gender Nonconforming Students* and *Sample District Policy and Administrative Procedures*, at: www.isbe.net/supportallstudents. Federal administrations have taken varying positions on whether transgender students can compete consistent with their gender identity; consult the board attorney for guidance on this evolving area of law.

⁷ IHSA eligibility information and required forms are available at: www.ihsa.org/Resources/Download-Center.

A district must include information concerning the board's concussion policy in any agreement, contract, code, or other written instrument that the district requires a student athlete and his or her parent(s) or guardian(s) to sign before participating in practice or interscholastic competition. ~~105 ILCS 5/10-20.54 and~~ 23 Ill.Admin.Code §1.530(b)(1). ~~The Sample exhibit form 7:300-E1, Agreement to Participate~~, contains the requirements in this policy. In addition, the student and student's parent/guardian must sign a form approved by IHSA acknowledging receiving and reading written information on concussions. 105 ILCS 5/22-80(e).

The IHSA website contains many helpful resources, e.g.:

1. www.ihsa.org/Resources/Download-Center (see consent form under subhead Sports Medicine Forms)
2. www.ihsa.org/Resources/SportsMedicine/PerformanceEnhancingDrugsSteroidEducation/IHSAPerformanceEnhancingSubstancePolicy.aspx (performance-enhancing drugs)
3. www.ihsa.org/Resources/SportsMedicine/ConcussionManagement/ConcussionResources.aspx (concussions)

Concussion information is available from the Ill. Elementary School Assoc. at: www.iesa.org/activities/concussion.asp.

LEGAL REF.: 105 ILCS 5/10-20.30, ~~5/10-20.54~~, 5/22-80, and 25/2.
23 Ill.Admin.Code §1.530(b).

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

DRAFT

Students

Student Fundraising Activities ¹

No individual or organization is allowed to ask students to participate in fundraising activities while the students are on school grounds during school hours or during any school activity. Exceptions are:

1. School-sponsored student organizations; and
2. Parent organizations and booster clubs that are recognized pursuant to [Board](#) policy 8:90, *Parent Organizations and Booster Clubs*.

The Superintendent or designee shall manage student fundraising activities in alignment with the following directives: ²

1. Fundraising efforts shall not conflict with instructional activities or programs.
2. For any school that participates in the School Breakfast Program or the National School Lunch Program, fundraising activities involving the sale of food and beverage items to students during the school day while on the school campus must comply with the Ill. State Board of Education rules concerning the sale of competitive food and beverage items. ³
3. Participation in fundraising efforts must be voluntary.
4. Student safety must be paramount. ⁴
5. For school-sponsored student organizations, a school staff member must supervise the fundraising activities and the student activity funds treasurer must safeguard the financial accounts.
6. The fundraising efforts must be to support the organization's purposes and/or activities, the general welfare, a charitable cause, or the educational experiences of students generally.
7. The funds shall be used to the maximum extent possible for the designated purpose.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State law requires this subject matter be covered by policy. 105 ILCS 5/10-20.19(3) requires districts to have rules governing: (1) "conditions under which school classes, clubs, and associations may collect or acquire funds," and (2) "the safekeeping of such funds for the educational, recreational, or cultural purposes they are designed to serve."

² Except for #2 (see f/n 3, below), all numbered directives are optional and may be deleted or amended. These directives are intended to comply with 105 ILCS 5/10-20.19(3) by stating the conditions under which funds may be collected and by providing for their safekeeping.

³ Selling popular food items to raise funds is restricted by federal and State rules. [The Ill. State Board of Education](#) ^{ISBE} limits the sale of competitive food and beverages sold to students on the school campus of any school that participates in the School Breakfast Program or the National School Lunch Program (*participating schools*). 23 Ill.Admin.Code §305.15(a). *Competitive foods* are all food and beverages that are offered by any person, organization, or entity for sale to students on the school campus during the school day that are not reimbursed under programs authorized by federal law. 7 C.F.R. §210.11(a)(2); 23 Ill.Admin.Code §305.5. *Participating schools* with grades 8 and below have zero *exempted fundraising days*, and *participating schools* with grades 9-12 may have no more than nine *exempted fundraising days*. 23 Ill.Admin.Code §305.15 (b)(2)(A)-(B). *Exempted fundraising day* means a school day on which foods and/or beverages not meeting the "general nutrition standards for competitive foods" may be sold to students on the school campus. 7 C.F.R. §210.11(b)(4); 23 Ill.Admin.Code §305.5. See [sample policy](#) 4:120, *Food Services*; and [sample administrative procedure](#) 4:120-AP, *Food Services; Competitive Foods; Exemptions*.

⁴ Two alternatives follow:

- | | |
|----------------|---|
| Alternative 1: | 4. Student safety must be paramount <u>and door-to-door solicitations are prohibited</u> . |
| Alternative 2: | 4. Student safety must be paramount <u>and door-to-door solicitations are discouraged</u> . |

8. Any fundraising efforts that solicit donor messages for incorporation into school property, e.g., tiles or bricks, or placement upon school property, e.g., posters or placards, must: ⁵
- Develop viewpoint neutral guidelines for the creation of messages;
 - Inform potential donors that all messages are subject to review and approval, and that messages that do not meet the established guidelines must be resubmitted or the donation will be returned; and
 - Place a disclaimer on all fundraising information and near the completed donor messages that all messages are “solely the expression of the individual donors and not an endorsement by the District of any message’s content.”

LEGAL REF.: 105 ILCS 5/10-20.19(3).
23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:90 (Student Activity and Fiduciary Funds), 4:120 (Food Services), 8:80 (Gifts to the District), 8:90 (Parent Organizations and Booster Clubs)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁵ The issue of soliciting or receiving donor messages is an unsettled area of the law that is frequently litigated because of its many complex legal and practical issues. The U.S. Constitution’s Free Speech, Establishment, and Equal Protection Clauses may be triggered. As a general rule, school officials can avoid constitutional issues by reviewing donor messages according to uniform rules that do not discriminate on the basis of viewpoint. Requiring that donor messages go through a thorough review process prior to their permanent placement on any medium can avoid issues that may occur when messages are reviewed after placement and found to be unacceptable. For sample cases discussing the issue of a district’s exclusion of donor messages on school property, see Fleming v. Jefferson Cnty. Sch. Dist. R-1, 298 F.3d 918 (10th Cir. 2002), *cert. denied* (school’s restriction on the use of religious symbols on tiles that would become a part of the rebuilt school allowed because the messages were school-sponsored speech, and the restrictions had a reasonable relation to legitimate teaching concerns); DiLoreto v. Downey Unified Sch. Dist. Bd. of Educ., 196 F.3d 958 (9th Cir. 1999), *cert. denied* (school district’s refusal to post an advertisement featuring the text of the Ten Commandments on its baseball field upheld because the field was a nonpublic forum for a limited purpose); Gernetzke v. Kenosha Unified Sch. Dist. No. 1, 274 F.3d 464 (7th Cir. 2001), *cert. denied* (school district disallowed religious symbols on Bible Club’s mural so it would not have to allow speech that would cause a disruption like white supremacists who wanted to display the swastika); and Kiesinger v. Mexico Acad. and Central Sch., 427 F.Supp. 2d 182 (N.D.N.Y. 2006)(school district’s removal of bricks inscribed with a donor’s religious messages from a walkway in front of a school was viewpoint discrimination because the district allowed messages about God generally, but not a specific religious viewpoint on God).

Community Relations

Gifts to the District ¹

The School Board appreciates gifts from any education foundation, ² other entities, or individuals. All gifts must adhere to each of the following:

1. Be accepted by the Board or, if less than \$500.00 in value, the Superintendent or designee.³ Individuals should obtain a pre-acceptance commitment before identifying the District, any school, or school program or activity as a beneficiary in any fundraising attempt, including without limitation, any Internet fundraising attempt. ⁴
2. Be given without a stated purpose or with a purpose deemed by the party with authority to accept the gift to be compatible with the Board's educational objectives and policies.
3. Be consistent with the District's mandate to provide equal educational and extracurricular opportunities to all students in the District as provided in Board policy 7:10, *Equal Educational Opportunities*. State and federal laws require the District to provide equal treatment for members of both sexes to educational programing, extracurricular activities, and athletics. This includes the distribution of athletic benefits and opportunities. ⁵
4. Permit the District to maintain resource equity among its learning centers. ⁶

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ State and federal law control this policy's content. 105 ILCS 5/16-1 grants authority to school boards to accept and manage gifts. Specifying the criteria for gifts in the board policy provides important information to potential donors and promotes a common understanding, uniform treatment, and adherence to legal requirements. Any gift to a school district or attendance center becomes district property to be "held, managed, improved, invested or disposed of by such board in such manner as the board, in its discretion, sees fit..." *Id.* When a donor expresses an intention that a gift be used for a certain purpose, the board must "promote and carry into effect" that intention until the "board determines in its discretion that it is no longer possible, practical or prudent to do so." *Id.*

² An education foundation can be an effective tool for collecting and donating financial and non-financial resources to a school district. An education foundation is a separate entity from the school district. In order to be exempt from federal income taxes and allow donors to deduct their donations, it must be organized as a tax-exempt organization, such as, under Section 501(c)(3) of the Internal Revenue Code.

³ The board may remove or amend the value of a gift that the superintendent or designee is permitted to accept.

⁴ Well-intentioned people can raise funds in a variety of ways, e.g., putting donation jars in retail establishments, 50/50 drawings, and websites designed for fundraising like *GoFundMe*. Addressing fundraising by individuals in policy allows the board to manage donations and minimize liability in a manner consistent with its policies and legal requirements. Before accepting a gift, a board (or superintendent, if applicable) should evaluate costs that may be associated with acceptance of a gift, such as installation costs.

⁵ 20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments, implemented by 34 C.F.R. Part 106; 23 Ill.Admin.Code §200.40. See www.ed.gov/laws-and-policy/civil-rights-laws/title-ix-and-sex-discrimination-Title-IX-Resource-Guide, U.S. Dept. of Education Office for Civil Rights (April 2015), at: www2.ed.gov/about/offices/list/ocr/docs/del-title-ix-coordinators-guide-201504.pdf.

⁶ See [sample](#) policy 6:210, *Instructional Materials*.

5. Be viewpoint neutral when the gift involves the incorporation of any messages. The Superintendent or designee shall manage a process for the review and approval of donations involving the incorporation of messages into or placing messages upon school property.⁷
6. Comply with all laws applicable to the District including, without limitation, the Americans with Disabilities Act, the Prevailing Wage Act, the Health/Life Safety Code for Public Schools, and all applicable procurement and bidding requirements.

The District will provide equal treatment to all individuals and entities seeking to donate money or a gift. Upon acceptance, all gifts become the District's property. The acceptance of a gift is not an endorsement by the Board, District, or school of any product, service, activity, or program. The method of recognition is determined by the party accepting the gift.⁸

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Education Amendments; implemented by 34 C.F.R. Part 106.
105 ILCS 5/16-1.
23 Ill.Admin.Code §200.40.

CROSS REF.: 4:60 (Purchases and Contracts), 4:150 (Facility Management and Building Programs), 6:10 (Educational Philosophy and Objectives), 6:210 (Instructional Materials), 7:10 (Equal Educational Opportunities)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

⁷ The U.S. Constitution's Free Speech, Establishment, and Equal Protection Clauses may be triggered when a donation comes with a message, e.g., art that incorporates political or religious messages. Contact the board attorney for assistance. The second sentence is optional. Soliciting or receiving donor messages raises many complex legal and practical issues. As a general rule, school officials can avoid constitutional issues by reviewing donor messages according to uniform rules that do not discriminate against groups or individuals on the basis of their viewpoints. For more detailed explanations of viewpoint-neutrality and forum issues, see f/n 1 in sample policy 8:20, *Community Use of School Facilities*, and f/n 1 in sample policy 8:25, *Advertising and Distributing Materials in Schools Provided by Non-School Related Entities*.

A publicized procedure for reviewing donor messages according to pre-established viewpoint-neutral guidelines may limit misunderstandings or disputes with donors or other members of the public. Each board may want to discuss with the superintendent what expectations exist based upon the scope and scale of the donor message project, so that the superintendent can manage the expectations in the procedure. Consult the board attorney to assist with this process. Lastly, posting disclaimers informing members of the public that the donor messages incorporated into school property or placed upon school property are the personal expressions of individual donors and not the district's may avoid Establishment Clause arguments. For a more detailed discussion of the issues pertaining to excluding donor messages on school property and implementing procedures to review donor messages, see f/n 5 in sample policy 7:325, *Student Fundraising Activities*.

⁸ Examples of ways to recognize a gift include a letter of appreciation, mentioning the gift on the district or school website or publication, a shout-out at a public event, and a recognition plaque.

Community Relations

Public Suggestions and Concerns

The School Board is interested in receiving suggestions and concerns from members of the community. Any individual may make a suggestion or express a concern by contacting any District or School office. Community members who e-mail the District or any District employee or board member are expected to abide by the standards in Board policy 6:235, *Access to Electronic Networks*, and should, to the extent possible, limit their communications to relevant individuals.¹ All suggestions and/or concerns will be referred to the appropriate level staff member or District administrator who is most able to respond in a timely manner. Each concern or suggestion shall be considered on its merit.

An individual who is not satisfied may file a grievance under Board policy 2:260, *Uniform Grievance Procedure*. The Board encourages, but does not require, individuals to follow the channels of authority prior to filing a grievance. Neither this policy nor the *Uniform Grievance Procedure* create an independent right to a hearing before the Board.

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

CROSS REF.: 2:140 (Communications To and From the Board), 2:230 (Public Participation at School Board Meetings and Petitions to the Board), 2:260 (Uniform Grievance Procedure), 3:30 (Chain of Command), 6:235 (Access to Electronic Networks), 6:260 (Complaints About Curriculum, Instructional Materials and Programs), 8:10 (Connection with the Community)

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ The Ill. Educational Labor Relations Act requires employers to establish email policies in an effort to prohibit the use of its email system by outside sources. 115 ILCS 5/14(c-5), ~~added by P.A. 101-620~~. [Sample p](#)Policy 6:235, *Access to Electronic Networks*, states that the district's network, which includes its email system, is not a public forum for general use. Further, acceptable uses of the network by any party are limited to uses in support of education and/or research or for legitimate school business purposes. See [sample](#) policy 6:235, *Access to Electronic Networks*, at f/n 6 for additional discussion. Including this statement also discourages school community members from engaging in the disruptive practice of mass cc'ing district staff who have no involvement in a particular issue.

School Board

Exhibit - Guidelines for Serving as a Mentor to a New School Board Member

On District letterhead

Date

Dear School Board Member:

Thank you for agreeing to serve as a mentor to a new Board member. The goal of the mentoring program is to orient a new Board member to the Board and District and to help the new Board member be comfortable, develop self confidence, and become an effective leader member of our governance team. Follow these guidelines to maximize your mentoring effectiveness:-

1. During your first contact with the new Board member, introduce yourself and explain that you will serve as the new Board member's mentor and are looking forward to sharing information about the Board and District. If possible, meet with the individual to become acquainted. Be available as needed to provide assistance, advice, and support. The Superintendent's office will have already provided the new Board member with a web link or paper copy of the Board's policies, as well as other helpful material.
- ~~1.2.~~ Be a good mentor by sSharing your knowledge and experiences with ~~others~~the new Board member. Take a personal interest in helping ~~others~~the new Board member succeed.
- ~~2.3.~~ Try to develop an informal, collegial relationship with the new Board member – explain that you are there to help. Listen respectfully to all concerns and answer questions honestly.
- ~~3.~~ During your first contact with the new Board member, introduce yourself and explain that you will serve as the new Board member's mentor and are looking forward to sharing information about the Board and District. If possible, meet with the individual to become acquainted. Be available as needed to provide assistance, advice, and support. The Superintendent's office will have already provided the new Board member with a web link or paper copy of the Board's policies as well as other helpful material.
4. Be prepared to introduce the new Board member at upcoming Board events until the new Board member becomes a familiar face.
5. Be available and maintain a helpful attitude. ~~You will assist the new Board member in becoming an effective member of the Board and ensuring skilled and knowledgeable future leadership for the District.~~

Being a mentor can bring rewards to you, the new Board member, and the District. You will assist the new Board member in becoming an effective member of the Board and ensuring skilled and knowledgeable future leadership for the District. Thank you for your assistance and commitment.

Sincerely,

School Board President

School Board

Exhibit - Website Listing of Development and Training Completed by Board Members

District website administrator~~master~~: Post this template (including the explanatory paragraphs) on the District's website and update the table as information is provided.

Each Illinois school board member who is elected or appointed to fill a vacancy of at least one year's duration must complete State-mandated *professional development* and *leadership training* (PDLT) and *Open Meetings Act* (OMA) training. State-mandated training is also required for board members who want to vote upon a dismissal based upon the *Performance Evaluation Reform Act*. For additional information, see Board policy 2:120, *Board Member Development*.

The following table contains State-mandated training requirements and other professional development activities that were completed by each Board member. When the Illinois Association of School Boards (IASB) provided the training, the acronym "IASB" follows the listed activity.

Name	Development <u>or</u> and Training Activity and Provider	Date Completed

IASB is a voluntary organization of local boards of education dedicated to strengthening the Illinois public schools through local citizen control. Although not a part of State government, IASB is organized by member school boards as a private not-for-profit corporation under authority granted by Article 23 of the School Code. The vision of IASB is excellence in local school board governance supporting quality public education.

For more information regarding IASB and its programs, visit www.iasb.com.

School Board

Exhibit - Resolution to Regulate Expense Reimbursements

WHEREAS, Section 10-20 of the School Code (105 ILCS 5/10-20) grants school boards other powers that are not inconsistent with their duties;

WHEREAS, Section 10 of the Local Government Travel Expense Control Act (50 ILCS 150/) provides that the School Board shall by resolution regulate the reimbursement of all travel, meal, and lodging expenses of officers and employees, including, but not limited to: (1) the types of official business for which travel, meal, and lodging expenses are allowed; (2) maximum allowable reimbursement for travel, meal, and lodging expenses; and (3) a standardized form for submission of travel, meal, and lodging expenses supported with minimum documentation;

WHEREAS, the Board regulates the types of expenses that are allowed in Board Policies 2:125, *Board Member Compensation; Expenses* and 5:60, *Expenses*;

WHEREAS, based upon the School District's budget and other financial considerations, the Superintendent has recommended to the Board a maximum allowable reimbursement amount of \$[amount] for Board members and District staff;

WHEREAS, the Board requires submission of appropriate standardized expense forms supported with required written minimum documentation (50 ILCS 150/10 and 20);

WHEREAS, submitted expenses that exceed the Board's maximum allowable reimbursement amount may be approved by a roll call vote at an open meeting of the Board when an emergency or other extraordinary circumstance exists (50 ILCS 150/10 and 15);

WHEREAS, all Board member expenses must be approved by a roll call vote at an open meeting of the Board (50 ILCS 150/15);

THEREFORE, BE IT RESOLVED, that the Board hereby:

1. Defines and sets the types of allowable expenses through Board policies 2:125, *Board Member Compensation; Expenses* and 5:60, *Expenses*.
2. Sets the maximum allowable reimbursement for travel, meal, and lodging expenses to an amount not to exceed \$[amount], effective on [date] until the Resolution is rescinded or replaced by the Board.
3. Supersedes its previously adopted *Resolution to Regulate Expense Reimbursements* as of the effective date in paragraph two above.
4. Requires use of Board exhibits 2:125-E1, *Board Member Expense Reimbursement Form*; 2:125-E2, *Board Member Estimated Expense Approval Form*; 5:60-E1, *Employee Expense Reimbursement Form*; and 5:60-E2, *Employee Estimated Expense Approval Form*.
5. May approve expenses that exceed the Board's maximum allowable reimbursement amount by a roll call vote at an open meeting when an emergency or other extraordinary circumstance exists.
6. Must approve its members' expenses by a roll call vote at an open meeting.

Attested by: _____, Board President

Attested by: _____, Board Secretary

School Board

Exhibit - Open Meeting Minutes ¹

Meeting Minutes Protocol

1. Meeting minutes are the permanent record of the proceedings during a School Board meeting. All Board action must be recorded in the minutes; thus, the minutes focus on Board action.
2. The minutes only include information provided at the meeting. Information may not be corrected or updated in the minutes unless it was discussed at the meeting.
3. Minutes include a summary of the Board's discussion on an agenda topic; the minutes do not state what is said verbatim. The minutes do not repeat the same point made by different individuals. If appropriate, the minutes include a brief background and an explanation of the circumstances surrounding an issue discussed. The minutes do not include the names of Board members making specific points during discussion. Requests from individual Board members to include their vote or an opinion in the minutes are handled according to Board policy 2:220, *School Board Meeting Procedure*.
4. The minutes include the topic of reports that are made to the Board including reports from the Superintendent or a Board committee. Written reports are filed with the minutes but do not become part of the minutes.
5. The minutes note when a member is not present for the entire meeting due to late arrival and/or early departure.
6. Although items may be considered by the Board in a different order than appeared on the agenda, items in the minutes are generally recorded in the same order as they appeared on the agenda. When a meeting is reconvened on a different date, the minutes must describe what happened on each meeting date.
7. The minutes should be recorded in an objective ~~but positive/constructive~~ tone. Answers and explanations, rather than questions, are recorded. Writing style, including choice of words and sentence structure, is at the discretion of the individual recording the minutes.
8. The minutes include individuals' names who speak during the meeting's public participation segment as well as the topics they address. All written documents presented at a Board meeting are filed with the minutes but do not become part of the minutes.
9. The following template generally governs meeting minutes.

The footnotes are not intended to be part of the adopted policy; they should be removed before the policy is adopted.

¹ Other than the required inclusions, the listed meeting protocols are at the board's discretion. They should facilitate a discussion and common understanding concerning what the board wants recorded in its meeting minutes. The required inclusions for meeting minutes are (5 ILCS 120/2.06; 120/2a):

1. The meeting's date, time, and place;
2. Board members recorded as either physically present, ~~remotely~~ present by means of video or audio conference, or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and/or *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting; and
6. When a vote is taken to hold a closed meeting, the vote of each member and the reason for the closed meeting with a citation to the specific exception authorizing the closed meeting.

Open Meeting Minutes

Date: _____

Time: _____

Location: _____

Type of meeting: ☐ Regular ☐ Special ☐ Reconvened or rescheduled ☐ Emergency

Name of person taking the minutes: _____

Name of person presiding: _____

Members in attendance:

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

Members absent:

- 1.
- 2.
- 3.

Members in attendance remotely (by audio or video conference):

- 1.
- 2.
- 3.

Approval of Agenda

List any items removed from the consent agenda: _____

Motion made by: _____

Motion: ☐ To approve

☐ To add items as follows: *(No action may be taken on new agenda items.)*

Motion seconded by: _____

Action: ☐ Passed ☐ Failed

Approval of Previous Meeting Minutes *(Needed only if this item is not on the consent agenda.)*

Minutes from the Board meeting held on: _____

Motion made by: _____

Motion: ☐ To approve

☐ To approve subject to incorporation of the following amendment(s): _____

Motion seconded by: _____

Action: ☐ Passed ☐ Failed

Approval of Items on Consent Agenda *(Delete if the Board does not use a consent agenda. This may include expense advancements, reimbursements, and/or purchase orders regulated by the Local*

Government Travel Expense Control Act (see Board policies 2:125, Board Member Compensation; Expenses, and 5:60, Expenses))

Summary of discussion:

Motion to approve the consent agenda made by: _____

Motion seconded by: _____

Roll Call: *(Needed when consent agenda contains an item involving the expenditure of money.)*

“Yeas”

“Nays”

Action: ☐ Passed ☐ Failed

Public Comments *(Reproduce this section for each individual making a comment.)*

The following individual appeared and commented on the topic noted below: *(Include the title of any documents presented to the Board.)*

Name: _____

Topic: _____

Remaining Agenda Items *(Reproduce this section for each agenda item.)*

Agenda item: _____

Summary of discussion: _____

Motion made by: _____

Motion to: _____

Motion seconded by: _____

Action: ☐ Passed ☐ Failed

(If a roll call vote occurred, record the vote of individual Board members.)

“Yeas”

“Nays”

If Applicable, Approval of Motion to Adjourn to Closed Meeting *(Insert [exhibit 2:220-E2](#), Motion to Adjourn to Closed Meeting.)*

Approval of Motion to Adjourn

Motion to adjourn made by: _____

Motion seconded by: _____

Action: ☐ Passed ☐ Failed

Time of adjournment: _____

Post-Meeting Action

Date minutes approved: _____

Date minutes were available for public inspection: _____

Date minutes were posted on District website: _____

DRAFT

School Board

Exhibit - Access to Closed Meeting Minutes and Verbatim Recordings

The Board must allow its duly elected officials or appointed officials filling a vacancy of an elected office access to closed session minutes and verbatim recordings. 5 ILCS 120/2.06(e). The following subheads implement the logistics of granting this access.

Note: If the board wishes to mirror the statutory language, replace checkboxes below with: “☐ Records Secretary; ☐ Administrative official of the public body; and ☐ Any elected official of the public body.”

Access to Closed Meeting Minutes

Duplicate this section for each grant of access to closed meeting minutes.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the closed meeting minutes: _____

☐ **Access granted**

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name *(Please print)*

In the presence of: *(Check appropriate box and insert name-on line.)*

- ☐ Recording Secretary _____
☐ Superintendent or designated administrator _____
☐ Elected Board member _____

For requesting Board member: *(Read the following and sign below.)*

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (*Swanson v. Bd. of Police Commissioners*, 197 Ill.App.3d 592 (2nd Dist. 1990)), I acknowledge and understand that any disclosures by me of information in the closed session minutes not yet released to the public could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

 Requesting Board Member Signature

 Date

Verbatim Recording Access

Duplicate this section for each grant of access to verbatim recordings.

Date: _____ Time: _____ Storage Location: _____

Name of person(s) responsible for storing the verbatim recording: _____

☐ **Access granted**

Date access occurred: _____ Start time: _____ End time: _____

Requesting Board member's name *(Please print)*

In the presence of: *(Check appropriate box and insert name ~~on line~~.)*

- ☐ Recording Secretary _____
☐ Superintendent or designated administrator _____
☐ Elected Board member _____

☐ **Access denied** ☐ **Access unavailable.** Verbatim recording requested is older than 18 months and was destroyed pursuant to 5 ILCS 120/2.06(c).

For requesting Board member: *(Read the following and sign below.)*

While the Open Meetings Act does not provide a cause of action against me or the Board for disclosing closed session discussions (Swanson v. Bd. of Police Commissioners, 197 Ill.App.3d 592 (2nd Dist. 1990)), I acknowledge and understand that any disclosures by me of information in the closed session verbatim recordings could subject me to a possible civil action alleging that I created harm to another, i.e., an intentional tort(s).

Requesting Board Member Signature

Date

DRAFT

School Board

Exhibit - Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration

Use this exhibit to document the Board's and/or its committee(s)'s (5 ILCS 120/1.02) processes to comply with the requirements of the Open Meetings Act (OMA) when a board and/or its committee(s) must meet during a disaster declaration related to a public health emergency/concern, and the meeting will have no physical presence of a quorum and participation by audio or video.

***Note:** If a Board committee uses this exhibit, replace Board President, Vice President, and Superintendent- with the appropriate committee leaders.*

Consult the Board Attorney for guidance.

Documentation of OMA Requirements for Board Members to Participate in a Meeting with No Physical Presence of Quorum

☐ The Governor or the Director of the Ill. Dept. of Public Health has issued a disaster declaration related to a public health emergency because of a disaster as defined in 20 ILCS 3305/4, and all or part of the jurisdiction of the Board is covered by the disaster area. 5 ILCS 120/7(e)(1), ~~amended by P.A. 101-640~~. **Note:** OMA uses “public health concerns,” but the Ill. Emergency Management Agency Act (IEMA) uses “public health emergency;” this exhibit matches the IEMA term because it governs disaster declarations.

Insert Disaster Declaration or Executive Order number [_____] or attach to this document.

☐ The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President, or if neither the President nor Vice President are present or able to perform this determination, the Superintendent (5 ILCS 120/7(e)(2), ~~amended by P.A. 101-640~~, and 140/2(e)) signs below that the following three **Steps** were executed by:

Step 1. Determining whether the meeting is a bona fide emergency (5 ILCS 120/7(e)(7), ~~amended by P.A. 101-640~~) (check Yes or No, below):

- ☐ Yes; it is an emergency meeting, and I:
- a. Notified the Board members and the public, including any news medium which has filed an annual request for notice of meetings as soon as practicable, but in any event prior to the holding of such meeting pursuant to 5 ILCS 120/2.02(a) and 120/7(e)(7)(A), ~~amended by P.A. 101-640~~;
 - b. Stated the nature of the emergency at the beginning of the meeting; and
 - c. Provided the Superintendent or Board Secretary the resources necessary during the meeting to keep a verbatim record of the meeting, **for both open and closed**, and managed it the same way that the Board complies with the verbatim recording requirements for closed meetings (see exhibit 2:220-E1, *Board Treatment of Closed Meeting Verbatim Recordings and Minutes*). **Note:** In this situation, a verbatim recording is not limited to closed meetings only.
 - d. Move to Step 2, below.
- ☐ No; it is a regular or special meeting, and I:

- a. Ensured that the Board provided 48 hours' notice of the meeting to all Board members, to any news medium on file in the District that have requested notice of meetings pursuant to 5 ILCS 120/2.02(a), and to members of the public by posting it on the District's website. 5 ILCS 120/7(e)(7), ~~amended by P.A. 101-640~~. **Note:** 5 ILCS 120/7(e), ~~amended by P.A. 101-640~~ does not have the "if any" exception for school boards that do not have websites. Consult the ~~B~~board ~~A~~ttorney regarding alternate ways to communicate notice of a meeting when the District does not have a website and a Disaster Declaration or Executive Order has been issued.

Insert meeting date and time, and a link to the meeting notice or attach a copy of the notice to this document.

- b. Moves to Step 2, below.

Step 2. Determining whether it is practical, prudent, or feasible for any in-person attendance at the regular meeting location (5 ILCS 120/7(e)(2), ~~amended by P.A. 101-640~~). (check Yes or No, below):

☐ Yes; in-person attendance is practical, prudent, or feasible, and I:

- a. Ensured that at least one Board member, the Board Attorney, or the Superintendent was physically present at the regular meeting location (5 ILCS 120/7(e)(5), ~~amended by P.A. 101-640~~), and
- b. Verified that members of the public who were present could hear all discussion and testimony and all votes of the members of the Board. 5 ILCS 120/7(e)(4), ~~amended by P.A. 101-640~~.
- c. Move to Step 3, below.

☐ No; in-person attendance is not practical, prudent, or feasible, and I:

- a. Made a written determination referring to the specific Executive Order or Disaster Declaration citing the public health concern/emergency that applies to the Board and the meeting. 5 ILCS 120/7(e)(1) and (2), ~~amended by P.A. 101-640~~.
- b. Included the written determination made in letter ~~a~~A., above, on the Board's published notice and agenda for the alternative arrangements for the meeting. 5 ILCS 120/7(e)(7)(A)-(B), ~~amended by P.A. 101-640~~.
- c. Offered the alternative arrangements to the public by offering a telephone number or a web-based link. 5 ILCS 120/7(e)(4), ~~amended by P.A. 101-640~~.

Insert a link to the meeting notice or attach a copy of the notice or refer to above if already attached to this document (see above).

Include this written determination on the Board/committee's published notice and agenda for the audio or video meeting, and in the meeting minutes.

- d. Move to Step 3, below.

Step 3. During the meeting, I:

☐ Directed the Recording Secretary to, in addition to the requirements for open meetings under OMA, also keep verbatim record of the open meeting by recording it and making it open and available to the public under all provisions of OMA. 5 ILCS 120/7(e)(9), ~~amended by P.A. 101-640~~. *Sample text follows below in the subhead ~~below~~ Report to the Public Following the Board's Meeting with No Physical Presence of Quorum.*

☐ Read my written determination referring to the specific Executive Order or Disaster Declaration citing the public health concern/emergency that applies to the Board and the meeting and directed the Recording Secretary to include it in the meeting minutes.

☐ Ensured that any interested member of the public has access to contemporaneously hear all discussion, testimony, and roll call votes. 5 ILCS 120/7(e)(4), ~~amended by P.A. 101-640~~.

☐ Requested the Recording Secretary to enter into the appropriate minutes of the Board that each Board member participating in the meeting, wherever their physical locations, ~~announced~~:

1. ~~Announced t~~Themselves present (5 ILCS 120/7(e)(3), ~~amended by P.A. 101-640~~), and
2. ~~A v~~Verifideation that they could hear one another and all discussion and testimony. Id.

See exhibits 2:220-E3, *Closed Meeting Minutes* and/or 2:220-E4, *Open Meeting Minutes*.

Attach to this document copies or information about where these minutes may be found.

☐ Announced and considered each Board member participating in the meeting present at the meeting for purposes of determining a quorum and participating in all proceedings (5 ILCS 120/7(e)(8), ~~amended by P.A. 101-640~~) and directed the Recording Secretary to reflect it in the minutes (best practice for transparency).

☐ Conducted all votes by roll call, so each Board member's vote on each issue could be identified and recorded (5 ILCS 120/7(e)(6), ~~amended by P.A. 101-640~~), and ensured that the Recording Secretary entered all votes as **Roll Call Votes** (Use exhibit 2:220-E4, *Open Meeting Minutes*, but ensure all votes are recorded as roll call votes pursuant to the example below.):

"Yeas"	"Nays"
--------	--------

Motion: ☐ Carried ☐ Failed

☐ Executed or directed execution of the subhead below **Report to the Public Following the Board's Meeting with No Physical Presence of Quorum.**

Report to the Public Following the Board's Meeting with No Physical Presence of Quorum

The text below may be used for the actual report.

The School Board met on [insert date] with no physical presence of quorum to conduct its business.

The verbatim [circle one] audio | video recording of this meeting is available to the public under all provisions of OMA and will be destroyed pursuant to 5 ILCS 120/2.06(c) (no less than 18 months after the completion of the meeting recorded but only after: (1) the Board approves the destruction of the particular recording; and (2) the Board approves minutes of the meeting that meet the written minutes requirements of OMA). 5 ILCS 120/7(e)(9), ~~amended by P.A. 101-640~~.

Insert links to the verbatim recording of meeting here or attach to this document.

Note: Consult the ~~b~~Board ~~A~~ttorney for guidance on the destruction of a verbatim recording of an open meeting without the physical presence of a quorum. While 5 ILCS 120/2.06(c) refers to the process for destroying closed session verbatim recordings, 5 ILCS 120/7(e)(9), ~~amended by P.A. 101-640~~, applies that process for destroying closed session verbatim recordings to the destruction of the verbatim open session recordings that are required when a board determines it is necessary for it to meet without the physical presence of a quorum due to a public health emergency.

Completed By: _____

Title: _____

School Board

Exhibit - PRESS Issue Updates

This ~~exhibit~~procedure is for **PRESS** subscribers. For subscribers to **PRESS Plus**, IASB's full-maintenance policy update service, the **PRESS Plus** Online User Guide and video tutorials, available at www.iasb.com/policy-services-and-school-law/policy-services/press-plus/www.iasb.com/policy, provides further guidance.

Actor	Action
Superintendent	Manages the process for the Board to receive PRESS updates to policies. <u>Requests review of recommended revisions by the Board Attorney, as appropriate.</u> Manages the Board's compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and Schoolfull Board include discussion and list action to consider, adopt, <u>implement</u>, or revise Board policies and Board exhibits. Manages the process for approving new or revised administrative procedures, administrative procedure exhibits, and changes to employee and student handbooks. Communicates all policy and administrative procedure revisions or adoptions, as appropriate, to staff members, parents, students, and community members.
Superintendent or Superintendent's Secretary	Updates the District's <i>Roster</i> as follows: 1. Go to www.iasb.com and click on the Member Login button. 2. Log in using your email address and password. If you do not know your password, use the "forgot your password?" link. 3. At the bottom of your Profile page, click on Districts You Manage and then the District name. 4. Review and verify or change the District's existing records. Ensure that all current board members, administrators, and anyone else on staff who <u>needs</u> access es to PRESS Online are listed with their current email addresses. <u>For detailed roster management instructions, see www.iasb.com/IASB/media/Documents/rostermanagementinstructions.pdf.</u>
Designated support staff	Logs in to PRESS Online as follows: 1. Go to www.iasb.com and click on the Member Login button. 2. Log in using your email address and password. If you do not know your password, use the "forgot your password?" link.

Actor	Action
	3. Under “My AccountQuick Links,” click “PRESS Login.” To each member of the Policy Committee, full Board, <u>and</u>/or other interested school official, emails or otherwise distributes the following: 1. PRESS Update Memo; 2. PRESS video tutorial link at: www.iasb.com/policy-services-and-school-law/policy-services/press-policy-reference-education-subscription-serv/www.iasb.com/policy; 3. Committee worksheets (<u>showing tracked changes in redline</u>); and 4. Current District policy in relevant areas. As appropriate, includes new and revised policies in the Board meeting packets. After a policy is adopted or revised, updates the District’s policy manual master electronic file and adds or updates adoption dates. Archives previous version of revised policy. Follows District process for updating paper and online manuals. Considers distributing <u>the</u> PRESS Update Memo to Building Principals.
Policy Committee (or Full Board)	Considers each PRESS update. Reviews all footnote changes. Decides which changes require School Board discussion and which are appropriate as consent agenda items. <u>Policies or policy revisions may be appropriate for a consent agenda when providing for legal compliance; updating legal references; correcting substantive grammar, spelling, or punctuation; or clarifying pre-existing policy language.</u> Requests review of recommended revisions by the Board Attorney, as appropriate. Presents recommendations regarding PRESS updates to the Board at a regularly scheduled meeting.
Full Board	Conducts a first reading of the policies that are recommended for adoption or revision. <u>Policies may be adopted after a first reading when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant.</u> During the next regular meeting, conducts a second reading. A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings.

Actor	Action
	After the second reading, consider and take action to approve the policies at a duly convened open meeting.
Assistant Superintendents, Directors, Building Principals, and supervisory employees	Reads <u>the</u> PRESS Update Memo (if applicable) and adopted policies, follows the Superintendent's process for updating administrative procedures, and makes necessary changes to employee and student handbooks within their assigned building(s).
Anyone	For further clarification, view the online tutorial for PRESS , available at www.iasb.com/policy-services-and-school-law/policy-services/press-policy-reference-education-subscription-serv/www.iasb.com/policy .

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School Board

Exhibit - Developing Local Policy

Actor	Action
Anyone (Superintendent, School Board member, staff, parent, student, community member, or Board Attorney)	Brings a concern that may necessitate a new policy or a current policy's revision to the attention of the School Board.
Superintendent	Confers with the Board Attorney as appropriate. Manages the Board's compliance with the Open Meetings Act. Ensures that, as appropriate, the agendas for the Board Policy Committee and full School Board include discussion and list actions to consider, adopt, <u>implement</u>, or revise Board policies and Board exhibits. Manages the process for approving new or revised administrative procedures, administrative procedure exhibits, and changes to employee and student handbooks. Communicates all policy and administrative procedure revisions or adoptions as appropriate to staff members, parents, students, and community members.
Policy Committee (or Full Board)	First, answers these questions to decide whether new policy language is needed: 1. Does the IASB Policy Reference Manual provide guidance? 2. Is the request something that should be covered in policy (i.e., Board work), or is it something that should be handled by the staff <u>covered in an administrative procedure</u> (i.e., staff work)? 3. Is it already covered in <u>Board</u> policy? Checks for policies that cover similar or connected topics, using <u>Tools</u> such as search engines, Tables of Contents, cross references, and indexes <u>at PRESS Online can be used to identify relevant policy numbers to check for in the Board's policy manual.</u> Second, uses a 3-step process to draft new policy language: 1. Frames the question and discusses the topic. 2. Requests the Superintendent to provide research, including appropriate data, and input from others, such as, those who may be affected by the policy and those who will implement the policy. 3. Drafts or requests the Superintendent or Board Attorney to draft language addressing the concern that aligns with the Board's mission, vision, goals, and objectives.

Actor	Action
	Third, decides whether the new language should be included in an existing policy or added as a new policy. Assigns any new policy an appropriate location and number. The PRESS coding system reserves policy numbers ending in a ‘0’ and ‘5’ for PRESS material. Locally developed BoardDistrict policies should use policy numbers ending in 2, 4, 6, or 8.
Full Board	Conducts a first reading of the policy that is recommended for adoption or revision. <u>Policies may be adopted after a first reading when: (1) appropriate for a consent agenda because no Board discussion is required, or (2) necessary or prudent in order to meet emergency or special conditions or to be legally compliant.</u> During the next regular meeting, conducts a second reading. A second reading allows the Board to hear feedback from interested parties, including staff, parents, students, and community members; however, State law does not require two readings. After the second reading, consider and take action to approve the policyies at a duly convened open meeting.
Designated support staff	After a policy is adopted or revised, updates the District’s policy manual master electronic file and adds or updates adoption dates. Archives previous version of revised policy. Follows District process for updating paper and online manuals.
Assistant Superintendents, Directors, Building Principals, and supervisory employees	Reads PRESS Update Memo (if applicable) and adopted policies, follows the Superintendent’s process for updating administrative procedures, and makes necessary changes to employee and student handbooks within their assigned building(s).

School Board

Exhibit - Recurrent Requester Notification

The District Freedom of Information Officer completes this form on District letterhead.

Name of record(s) requester

Date of receipt of request

Contact information

You are notified that your request for a District record(s) is being treated as a request from a recurrent requester, as defined in Section 2(g) of the Freedom of Information Act.

Your request is being treated as a request from a recurrent requester because, in the 12 months immediately preceding this request, you have submitted to the District one or more of the following:

- ☐ 1. A minimum of 50 requests for records
- ☐ 2. A minimum of 15 requests for records within a 30-day period
- ☐ 3. A minimum of seven requests for records within a 7-day period

You will be provided an initial response to your request for documents within 21 business days following the date the District received your request.

In that response, you will receive one of the following responses, whichever is appropriate:

1. An estimate of the time required by the District to provide the records requested and an estimate of the fees to be charged, which you must pay in full before the District copies the requested documents; or
2. A denial of the request pursuant to one or more of the exemptions set out in the Freedom of Information Act; or
3. A notification that the request is unduly burdensome and an extension of an opportunity for you to reduce the request to manageable proportions; or
4. Provision of the records requested.

Name of Freedom of Information Officer (Printed)

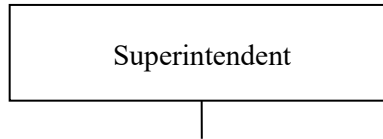
Telephone or email contact information

Freedom of Information Officer (Signature)

Date of Recurrent Requestor Notification

General School Administration

Exhibit - Organizational Chart for Administration



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Operational Services

Exhibit - Letter to Employees Regarding Protecting the Privacy of Social Security Numbers

On District Letterhead

Date

Re: Protecting the Privacy of Social Security Numbers (SSNs)

The Illinois Identity Protection Act, 5 ILCS 179/, contains requirements applicable to school districts and their employees. This letter's purpose is to help you understand the protections and requirements of this law.

In implementing this law and the Board's policy, I am seeking to:

1. Increase the awareness of the confidential nature of the SSN and the risk of identity theft related to unauthorized disclosure;
2. Have every employee understand that he or she is prohibited from collecting, displaying, or using another individual's SSN unless authorized by a member of the District administrative staff; and
3. Ensure the use of consistent protocol regarding SSNs throughout the District.

I have copied below sections of the Identity Protection Act that must be followed by every school employee. I have also attached ~~the School Board's~~ policy 4:15, *Identity Protection*. Please carefully read these documents. You will be contacted if you are scheduled to receive training on the protocol for collecting, using, maintaining, and disclosing SSNs.

An employee who has substantially breached the confidentiality of social security numbers may be subject to disciplinary action or sanctions up to and including dismissal, in accordance with District policy and procedures.

Sincerely,

Superintendent

Attachment #1: Relevant Sections from the Identity Protection Act, 5 ILCS 179/

Section 10. Prohibited Activities.

- (a) Beginning July 1, 2010, no person or State or local government agency may do any of the following:
- (1) Publicly post or publicly display in any manner an individual's social security number.
 - (2) Print an individual's social security number on any card required for the individual to access products or services provided by the person or entity.

- (3) Require an individual to transmit his or her social security number over the Internet, unless the connection is secure or the social security number is encrypted.
 - (4) Print an individual's social security number on any materials that are mailed to the individual, through the U.S. Postal Service, any private mail service, electronic mail, or any similar method of delivery, unless State or federal law requires the social security number to be on the document to be mailed. Notwithstanding any provision in this Section to the contrary, social security numbers may be included in applications and forms sent by mail, including, but not limited to, any material mailed in connection with the administration of the Unemployment Insurance Act [pursuant to the limitations and requirements of that Act](#), any material mailed in connection with any tax administered by the Department of Revenue, and documents sent as part of an application or enrollment process or to establish, amend, or terminate an account, contract, or policy or to confirm the accuracy of the social security number. A social security number that may permissibly be mailed under this Section may not be printed, in whole or in part, on a postcard or other mailer that does not require an envelope or be visible on an envelope without the envelope having been opened.
- (b) Except as otherwise provided in this Act, beginning July 1, 2010, no person or State or local government agency may do any of the following:
- (1) Collect, use, or disclose a social security number from an individual, unless (i) required to do so under State or federal law, rules, or regulations, or the collection, use, or disclosure of the social security number is otherwise necessary for the performance of that agency's duties and responsibilities; (ii) the need and purpose for the social security number is documented before collection of the social security number; and (iii) the social security number collected is relevant to the documented need and purpose.
 - (2) Require an individual to use his or her social security number to access an Internet website.
 - (3) Use the social security number for any purpose other than the purpose for which it was collected.
- (c) The prohibitions in subsection (b) do not apply in the following circumstances:
- (1) The disclosure of social security numbers to agents, employees, contractors, or subcontractors of a governmental entity or disclosure by a governmental entity to another governmental entity or its agents, employees, contractors, or subcontractors if disclosure is necessary in order for the entity to perform its duties and responsibilities; and, if disclosing to a contractor or subcontractor, prior to such disclosure, the governmental entity must first receive from the contractor or subcontractor a copy of the contractor's or subcontractor's policy that sets forth how the requirements imposed under this Act on a governmental entity to protect an individual's social security number will be achieved.
 - (2) The disclosure of social security numbers pursuant to a court order, warrant, or subpoena.
 - (3) The collection, use, or disclosure of social security numbers in order to ensure the safety of: State and local government employees; persons committed to correctional facilities, local jails, and other law-enforcement facilities or retention centers; wards of the State; and all persons working in or visiting a State or local government agency facility.
 - (4) The collection, use, or disclosure of social security numbers for internal verification or administrative purposes.

- (5) The disclosure of social security numbers by a State agency to any entity for the collection of delinquent child support or of any State debt or to a governmental agency to assist with an investigation or the prevention of fraud.
 - (6) The collection or use of social security numbers to investigate or prevent fraud, to conduct background checks, to collect a debt, to obtain a credit report from a consumer reporting agency under the federal Fair Credit Reporting Act, to undertake any permissible purpose that is enumerated under the federal Gramm-Leach-Bliley Act, or to locate a missing person, a lost relative, or a person who is due a benefit, such as a pension benefit or an unclaimed property benefit.
- (d) If any State or local government agency has adopted standards for the collection, use, or disclosure of social security numbers that are stricter than the standards under this Act with respect to the protection of those social security numbers, then, in the event of any conflict with the provisions of this Act, the stricter standards adopted by the State or local government agency shall control.

Section 15. Public inspection and copying of documents.

Notwithstanding any other provision of this Act to the contrary, a person or State or local government agency must comply with the provisions of any other State law with respect to allowing the public inspection and copying of information or documents containing all or any portion of an individual's social security number. A person or State or local government agency must redact social security numbers from the information or documents before allowing the public inspection or copying of the information or documents.

Section 20. Applicability.

- (a) This Act does not apply to the collection, use, or disclosure of a social security number as required by State or federal law, rule, or regulation.
- (b) This Act does not apply to documents that are recorded with a county recorder or required to be open to the public under any State or federal law, rule, or regulation, applicable case law, Supreme Court Rule, or the Constitution of the State of Illinois. Notwithstanding this Section, county recorders must comply with Section 35 of this Act.

Section 25. Compliance with federal law.

If a federal law takes effect requiring any federal agency to establish a national unique patient health identifier program, any State or local government agency that complies with the federal law shall be deemed to be in compliance with this Act.

Section 30. Embedded social security numbers.

Beginning December 31, 2009, no person or State or local government agency may encode or embed a social security number in or on a card or document, including, but not limited to, using a bar code, chip, magnetic strip, RFID technology, or other technology, in place of removing the social security number as required by this Act.

Section 45. Violation.

Any person who intentionally violates the prohibitions in Section 10 of this Act is guilty of a Class B misdemeanor.

[Attachment #2:](#)

[Board policy 4:15, Identity Protection](#)

Operational Services

Exhibit - Statement of Purpose for Collecting Social Security Numbers¹

This Statement of Purpose is being given to you because you have been asked by the ~~School~~ District to provide your social security number (SSN) or because you requested a copy of this Statement.

You are being asked for your SSN for one or more of the following reasons:

- ☐ Employment matters, e.g., income reporting to ~~the IRS~~ Internal Revenue Service and the ~~Ill. Dept. of Revenue~~ Department of Revenue, ~~or payroll tax withholding purposes, FICA, or Medicare.~~
- ☐ Verifying enrollment in various benefit programs, e.g., medical benefits, health insurance claims, or veterans' programs.
- ☐ Filing insurance claims.
- ☐ Internal verification or administrative purposes.
- ☐ Other: _____

In addition, State law authorizes and/or requires the District to use or disclose your SSN in specified circumstances including, without limitation, in the following circumstances:

1. Disclosing SSNs to another governmental entity if the disclosure is necessary for the entity to perform its duties and responsibilities;
2. Disclosing SSNs pursuant to a court order, warrant, or subpoena; and
3. Collecting or using SSNs to investigate or prevent fraud, to conduct background checks, to collect a debt, or to obtain a credit report from a consumer reporting agency under the federal Fair Credit Reporting Act.

If you have questions or concerns, please contact *[insert contact information]*.

The footnotes should be removed before the material is used.

¹ The Identity Protection Act requires school districts, when collecting a social security number or upon request by an individual, to provide a statement of the purpose(s) for which the district is collecting and using the social security number. 5 ILCS 179/35(a)(5). State law does not require districts to retain evidence that the individual received the statement of purpose.

Operational Services

Exhibit - Statement for Employee Manual or District Website Describing the District's Purpose for Collecting Social Security Numbers¹

The School District treats social security numbers (SSNs) confidentially. It uses SSNs for one or more of the following reasons:

1. Employment matters, e.g., income reporting to [the Internal Revenue Service](#) and the ~~Ill. Dept. of Revenue~~ ~~Department~~ of Revenue, [or payroll](#) tax withholding ~~purposes, FICA, or Medicare~~.
2. Verifying enrollment in various benefit programs, e.g., medical benefits, health insurance claims, or veterans' programs.
3. Filing insurance claims.
4. Internal verification or administrative purposes.

In addition, State law authorizes and/or requires the District to use or disclose SSNs in specified circumstances including, without limitation, in the following circumstances:

1. Disclosing SSNs to another governmental entity if the disclosure is necessary for the entity to perform its duties and responsibilities;
2. Disclosing SSNs pursuant to a court order, warrant, or subpoena; and
3. Collecting or using SSNs to investigate or prevent fraud, to conduct background checks, to collect a debt, or to obtain a credit report from a consumer reporting agency under the federal Fair Credit Reporting Act.

If you have questions or concerns, please contact *[insert contact information]*.

The footnotes should be removed before the material is used.

¹ The Identity Protection Act requires school districts, when collecting a SSN or upon request by an individual, to provide a statement of the purpose(s) for which the district is collecting and using the SSN. 5 ILCS 179/35(a)(5). State law does not require districts to retain evidence that the individual received the statement of purpose.

General Personnel**Exhibit - Employee Receipt of Board Policy on Personal Technology and Social Media**

I, the individual whose signature appears below, acknowledge receipt of Board policy 5:125, *Personal Technology and Social Media; Usage and Conduct*. I affirm that I have read the policy and agree to comply with its requirements.

Name (*please print*)

Signature

Date

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General Personnel

Exhibit - Request to Reprint or Adapt Material

On District letterhead

Date _____

To: _____

On behalf of the School District, I am requesting permission to **reprint** [to use without change] or **adapt** [to use and modify] the following material:

No reprinted or adapted material will be used in a sales promotion or advertising campaign. If permission to reprint or adapt this material is granted, the material will be used for the following purpose(s): _____

The following credit line will appear on each reprint or adaption:

Reprinted/Adapted, with permission from (publication) _____
Copyright year of publication _____ Copyright owner _____
All rights reserved.

If you agree to grant permission for the School District to reprint or adapt the above listed material, please sign the **Permission to Reprint or Adapt Material** and return it to the requestor.

Please contact me at _____ if you have any questions. Thank you for your consideration.

School District Requestor (*please print*)

Email/Fax

Signature

Date

Permission to Reprint or Adapt Material

I hereby grant permission to the School District requestor to reprint or adapt material as requested on the terms and conditions stated herein.

Copyright Owner's Name (*please print*)

Copyright Owner's Signature

Date

Professional Personnel

Exhibit - Notice to Parents When Their Child Is Assigned To or Has Been Taught for at Least Four Straight Weeks By a Teacher Who Does Not Meet Applicable State Certification/Licensure Requirements

On District letterhead

Date _____

Re: Your Child Is Assigned To or Has Been Taught for at Least Four Straight Weeks By a Teacher Who Does Not Meet Applicable State Certification and/or Licensure Requirements

Dear Parents/Guardians:

All teachers working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements.

The teacher listed below has taught your child's class for the last four consecutive weeks. While the District is unable to verify that the teacher meets applicable State certification and/or licensure requirements for the grade level and subject area to which he/she is assigned, our observations of his/her classroom indicate that he/she is providing a satisfactory educational program and experience.

This notice is required by federal law (20 U.S.C. §6312(e)(1)(B)(ii)). If you have any questions concerning this notice, please contact the District office.

Teacher: _____

Subject: _____

Sincerely,

Superintendent

Professional Personnel

Exhibit - Letter to Teacher Who Does Not Meet Applicable State Certification/Licensure Requirements for the Grade Level and Subject Area of Assignment

On District letterhead

Date

Re: Your Educator Certification and/or Licensure

Dear [insert teacher's name]:

Teachers working in a program supported with federal funds under Title I, Part A are required to meet applicable State certification and licensure requirements.

Our records indicate you are teaching without meeting applicable State educator certification and/or licensure requirements for the grade level and subject to which you are assigned. As required by federal law, the District has notified the parents/guardians of students in your classes that you are teaching without the above-referenced certification or licensure (20 U.S.C. §6312(e)(1)(B)(ii)).

Please contact your Building Principal as soon as possible to discuss your educator certification and/or licensure requirements. If you believe this letter was sent to you by mistake, please contact your Building Principal as soon as possible so that we may correct our records if appropriate.

Sincerely,

Superintendent

Instruction

Exhibit - Children's Online Privacy Protection Act

On District letterhead:

Re: Children's Online Privacy Protection Act

Dear Parents/Guardians:

This letter is being sent as part of the District's continuing effort to educate parents and students about privacy protection and Internet use that occurs outside of the protections required for use of educational technology in school.

The Children's Online Privacy Protection Act (COPPA) gives parents/guardians control over what information companies can collect from their children online. However, not all companies are transparent about what data a mobile app or website collects, who will have access to that data, and how it will be used. Allowing your child access to games and other seemingly harmless applications on a smartphone or computer risks his or her exposure to intrusive marketing and access to personal information.

The following suggestions may help keep children from being bombarded by unwanted advertising, from making unwanted purchases and from disclosing personal information and location:

- Talk to your child early and often about online behavior, safety, and security, and encourage your child to make good choices.
- Be selective about the online applications and websites that you let your child access. Try the app or website yourself to check for advertising messages and/or social networking and purchase options before allowing your child access. Pay particular attention to apps and websites that would allow your child to receive direct messages, video chats, file uploads and/or to interact with users anonymously. These types of features are frequently used by online child predators.
- Select safe activities that do not require access to the Internet or an application, such as looking at family pictures or listening to preselected music, screened and approved by you.
- Make certain that the ability to make online purchases is password protected.
- Set up family rules and consequences explaining that all purchases made via a smartphone or computer must have parent/guardian consent.
- Caution children about the use of social networking and other websites and/or apps that can pinpoint locations.
- Adjust privacy settings and use parental controls for online games, apps, and social media sites.
- Monitor computer and smartphone use whenever and wherever possible.

For more information on the Children's Online Privacy Protection Act and protecting your child online, please see the following links:

www.consumer.ftc.gov/articles/0031-protecting-your-childs-privacy-online#breakingrules
www.consumer.ftc.gov/features/feature-0002-parents
www.justice.gov/criminal/criminal-ceos/keeping-children-safe-online

Sincerely,

DRAFT

Students

Exhibit - Letter to Parents/Guardians Regarding the Right to Privacy in the School Setting Act

On District letterhead

Re: When may school officials require a student to share the content from his or her account or profile on a social networking website?

Dear Parents/Guardians:

State law requires the District to notify students and their parents/guardians of each of the following:

1. School officials may not request or require a student or his or her parents/guardians to provide a password or other related account information to gain access to the student's account or profile on a social networking website. Examples of *social networking websites and platforms* include Facebook, Instagram, ~~Twitter~~X, TikTok, and Snapchat.
2. School officials may conduct an investigation or require a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school behavior rule or policy. In the course of an investigation, the student may be required to share the content that is reported in order to allow school officials to make a factual determination.

Please contact the school if you have any questions.

Sincerely,

Building Principal

Students

Exhibit - Reporting and Exclusion Requirements for Common Communicable Diseases

The following chart contains requirements from rules adopted by the Ill. Dept. of Public Health (IDPH). They provide routine measures for the control of communicable diseases by establishing progressive initiatives for implementing disease-reporting and exclusions measures. School personnel must notify the local health authority if they have knowledge of a known or suspected case or carrier of communicable disease, and such reports must be kept confidential. 77 Ill.Admin.Code §690.200.

Diseases and Conditions, 77 Ill.Admin.Code §690.100

The following are declared to be contagious, infectious, or communicable and may be dangerous to the public health. The Section number associated with the listed diseases or conditions indicates the Section of the rules explaining the notifiable disease or condition. Diseases and conditions are listed alphabetically by class. Every class has a different timeframe for mandatory reporting to IDPH.

Standard precautions refers to infection prevention and control measures for healthcare settings that apply to all patients regardless of diagnosis or presumed infection status. 77 Ill.Admin.Code §690.10.

Contact precautions refers to infection control measures for healthcare settings designed to reduce the risk of transmission of infectious agents that can be spread through direct contact with the suspected or known case or indirect contact with potentially infectious items or surfaces. 77 Ill.Admin.Code §690.10.

Droplet precautions refers to infection prevention and control measures for healthcare settings designed to reduce the risk of transmission of infectious agents via large particle droplets that do not remain suspended in the air and are usually generated by coughing, sneezing, or talking. 77 Ill.Admin.Code §690.10.

Case refers to any living or deceased person having a recent illness due to a notifiable condition. 77 Ill.Admin.Code §690.10.

Class I(a) Diseases or Conditions

The following notifiable diseases or conditions shall be reported by telephone immediately (within three hours) upon initial clinical suspicion of the disease or condition to the local health authority, who shall then report to IDPH immediately (within three hours).

Disease or Condition	Precaution and Exclusion Rules
Any unusual case of a disease or condition not listed in IDPH regulations that is of urgent public health significance (including, but not limited to, cowpox, Reye's syndrome, glanders, amoebic meningoencephalitis, orf, monkeypox, hemorrhagic fever viruses, infection from a laboratory-acquired recombinant organism, or any disease	Contacts shall be evaluated to determine the need for quarantine and/or for symptoms monitoring follow-up for a period of time following exposure. The local health authority shall implement appropriate control measures.

or condition non-indigenous to the United States), §690.295	
Anthrax, §690.320	A search shall be made for history of exposure to infected animals or animal products and traced to the place of origin. All anthrax cases shall be reviewed carefully for consideration of a bioterrorist event. No restrictions on contacts.
Botulism, Foodborne, §690.327	No restrictions.
Brucellosis (if suspected to be a bioterrorist event or part of an outbreak), §690.330	No restrictions.
Coronavirus, Novel, including Severe Acute Respiratory Syndrome (SARS), and Middle Eastern Respiratory Syndrome (MERS), §690.361	IDPH will make recommendations as information becomes known about the transmissibility of the novel coronavirus. IDPH will make recommendations for control of contacts based on transmissibility and severity of illness caused by the novel strain.
Diphtheria, §690.380	The case shall be isolated until two successive cultures from both throat and nose (and skin lesions in cutaneous diphtheria) are negative for diphtheria bacilli or when a virulence test proves the bacilli to be avirulent. The first culture shall be taken not less than 24 hours after completion of antibiotic therapy and the second culture shall be taken not less than 24 hours after the first. If culturing is unavailable or impractical, isolation may be ended after 14 days of effective appropriate antimicrobial therapy.
Influenza A, Novel or Variant Virus, §690.469	IDPH will make recommendations as information becomes known about the transmissibility of the novel or variant influenza virus. IDPH will make recommendations for control of contacts based on transmissibility and severity of the illness caused by the novel or variant influenza A strain. (See the f/ns of sample policy 4:180, <i>Pandemic Preparedness; Management; and Recovery</i>, for information and resources regarding influenza epidemics in schools; administrative procedure 4:180-AP1, <i>School Action Steps for Pandemic Influenza or Other Virus/Disease</i>; and administrative procedure 4:180-AP2, <i>Pandemic Influenza Surveillance and Reporting</i>.)
Measles, suspect, probable or confirmed, §690.520	All cases, including suspect cases, with measles shall isolate themselves at home and shall be excluded from school, work, and childcare facilities for at least four days after appearance of the rash.

Plague, §690.570	Cases, their clothing, their living quarters and any pets shall be treated to eliminate fleas. Contacts to pneumonic plague and bubonic plague shall be monitored daily for seven days by the local health authority or other designated individual.
Poliomyelitis, §690.580	Cases or suspected cases with polio who are not in the hospital shall isolate themselves at home, and shall be excluded from school, work, or any child care facility until IDPH determines the person is no longer infectious and isolation is no longer needed.
Q-fever (if suspected to be a bioterrorist event or part of an outbreak), §690.595	The local health authority should investigate. No specific restrictions on contacts.
Smallpox, §690.650	Cases shall be admitted to a health care setting.
Tularemia (if suspected to be a bioterrorist event or part of an outbreak), §690.725	No specific restrictions.
Any suspected bioterrorist threat or event, §690.800	Cases and contacts shall be evaluated to determine need for isolation.

Class I(b) Diseases or Conditions

The following notifiable diseases or conditions shall be reported as soon as possible during normal business hours by telephone (some rules state that facsimile or electronic reporting are also acceptable, the Disease column indicates “F” for facsimile or “E” for electronic in those instances), but within 24 hours, i.e., within eight regularly scheduled business hours after identifying the case, to the local health authority, who shall then report to IDPH as soon as possible, but within 24 hours.

Disease	Precaution and Exclusion Rules
Acute Flaccid Myelitis (AFM), §690.290	No general restrictions.
Botulism (intestinal, wound and other), §690.327 (F or E)	No restrictions.
Brucellosis (not part of suspected bioterrorist event or part of an outbreak), §690.330	Standard precautions shall be followed. Contact precautions shall be followed when dressing does not adequately contain drainage. No restrictions on contacts.
Chickenpox (Varicella), §690.350 (F or E)	Children shall be excluded from school or child care facilities for a minimum of five days after the appearance of eruption (with day zero being the first day of rash appearance) or until vesicles become dry/crusted, whichever is longer.
Cholera, §690.360 (F)	Contacts should be asked about symptoms during the period of household exposure and for five days after last exposure.

Cronobacter, including <i>C. sakazakii</i> and <i>C. malonaticus</i> , infants younger than 12 months of age, §690.362	No specific restrictions.
Escherichia coli infections (E. coli O157:H7 and other Shiga toxin-producing E. coli), §690.400 (F)	Cases shall avoid public swimming pools while symptomatic and for two weeks after the date diarrhea has ceased. Specific precautions for food handlers must be followed.
Haemophilus influenzae, invasive disease, §690.441 (F)	No specific restrictions.
Hantavirus pulmonary syndrome, §690.442 (F)	No specific restrictions on contacts.
Hemolytic uremic syndrome, post-diarrheal, §690.444 (F)	See requirements for the applicable disease that preceded the HUS (when preceding cases are either E.Coli (Section §690.400) or Shigellosis (Section §690.640) standard precautions shall be followed and contact precautions shall be followed for diapered or incontinent persons or during institutional outbreaks until absence of diarrhea for 24 hours).
Hepatitis A, §690.450 (F or E)	See §690.450
Influenza, — (Laboratory — Confirmed Deaths in persons younger than 18 years of age), §690.465	The death of a child younger than 18 years of age with laboratory confirmed influenza shall be reported.
Influenza, — (Laboratory — Confirmed Testing via Electronic Laboratory Reporting (ELR) only and Intensive Care Unit Admissions), §690.468 (F or E)	No specific restrictions. IDPH will recommend control of contacts based on transmissibility and severity of the illness caused by the influenza strain.
Melioidosis due to <i>Burkholderia pseudomallei</i> , §690.530	No specific restrictions.
Mumps, §690.550 (F or E)	Suspect, probable, and confirmed cases as defined in Section 690.10 shall be excluded from school, child care facilities or the workplace until five days after onset of symptoms (parotitis). Susceptible close contacts to confirmed and probable cases shall be excluded from school, child care facilities or the workplace from days 12 through 25 after exposure.
Neisseria meningitidis, invasive disease and purpura fulminans, §690.555 (F or E)	No specific restrictions.
Any suspected or Confirmed Outbreak of a Disease of Known or Unknown Etiology that may be a Danger to the Public Health, Whether the Disease, Infection, Microorganism, or Condition is specified in the Rule (including but not limited to, foodborne, healthcare-	Make a report to local health authority within 24 hours for investigation. If outbreak has occurred, the local health authority makes a final report to IDPH. Cases are evaluated to determine need for isolation.

associated, zoonotic disease, and waterborne outbreaks), §690.565 (E)	
Pertussis (whooping cough), §690.750	Cases shall be excluded from school, child care facilities, or the workplace until five days of appropriate antibiotic therapy has been completed. All household contacts and community-based contacts determined by the local health authority to be at risk should receive at least five days of a course of appropriate antibiotics.
Q-fever (not suspected in bioterrorist attack or part of an outbreak), §690.595	Standard precautions shall be followed. No restrictions for contacts.
Rabies, human, §690.600 (F or E)	Cases of suspect human rabies should be admitted to a health care facility.
Rabies, potential human exposure and animal rabies, §690.601 (F or E) Definition of exposed person to be reported is lengthy and available in §690.601	The local health authority determines whether rabies post-exposure prophylaxis for the exposed person is needed.
Respiratory Syncytial Virus (RSV) Infection (Laboratory Confirmed Testing via ELR only, Pediatric Deaths, and Intensive Care Unit Admissions); §690.605 (F or E)	No specific restrictions.
Rubella, §690.620 (F or E)	Cases shall isolate themselves and be excluded from school, child care facilities or the workplace for seven days after rash onset. Susceptible contacts shall be excluded from school or the workplace from days seven through 23 following rash onset after last exposure.
SARS CoV2 Infection (COVID 19) (Laboratory Confirmed Testing via ELR Only, Pediatric Deaths, and Intensive Care Unit Admissions); §690.635	All cases shall isolate themselves at home per CDC recommendations or as directed by the local health authority.
Staphylococcus aureus infections with intermediate or high level resistance to Vancomycin, §690.661 (F)	No specific restrictions. IDPH will issue specific recommendations for the control of contacts on a case-by-case basis.
Streptococcal infections, Group A, invasive and sequelae to Group A streptococcal infections In Persons Admitted to the Hospital or Residing in a Residential Facility, including antibiotic susceptibility test results; §690.670 (F)	No specific restrictions.
Tularemia (not suspected to be bioterrorist event or part of an outbreak), §690.725	Standard precautions shall be followed. No restrictions on contacts.
Typhoid fever and Paratyphoid fever (including S. Typhi, S. Paratyphi A, S.	Cases with typhoid fever in non-sensitive occupations shall not return to their occupation until the following are completed: i) termination of the acute illness (absence of

Paratyphi B (tartrate negative), and S. Paratyphi C cases), §690.730 (F)	fever); and ii) receipt of education on transmission of the bacterium that causes typhoid fever from the local health authority.
Typhus, §690.740 (F or E)	Proper delousing for louse-borne typhus is required. The local health authority shall monitor all immediate contacts for clinical signs for two weeks.

Class II Diseases or Conditions

The following diseases shall be reported as soon as possible by mail, telephone, facsimile or electronically during normal business hours, but within ~~threeseven~~ days, to the local health authority which shall then report to the IDPH as soon as possible during normal business hours but within three additional days.

Arboviral Infections, §690.322	No general restrictions.
Campylobacteriosis, §690.335	No specific restrictions.
Cryptosporidiosis, §690.365	Cases shall avoid swimming in public recreational water venues (e.g., swimming pools, whirlpool spas, wading pools, water parks, interactive fountains, lakes) while symptomatic and for 2 weeks after cessation of diarrhea.
Cyclosporiasis, §690.368	No specific restrictions for contacts.
Hepatitis B, §690.451	No specific restrictions. Contacts to cases or carriers of hepatitis B should be tested for susceptibility to hepatitis B virus.
Hepatitis C Acute Infection, Perinatal and Non-Acute Confirmed Infection, §690.452	No specific restrictions.
Histoplasmosis, §690.460	No specific restrictions.
<u>Influenza, (Laboratory Confirmed Deaths in persons younger than 18 years of age), §690.465</u>	<u>The death of a child younger than 18 years of age with laboratory-confirmed influenza shall be reported.</u>
<u>Influenza, (Laboratory Confirmed Testing via Electronic Laboratory Reporting (ELR) only and Intensive Care Unit Admissions), §690.468 (T, F or E)</u>	<u>No specific restrictions. IDPH will recommend control of contacts based on transmissibility and severity of the illness caused by the influenza strain.</u>
Legionellosis, §690.475	No specific restrictions.
Leptospirosis, §690.490	No specific restrictions.
Listeriosis, §690.495	No specific restrictions.
Malaria, §690.510	No specific restrictions.
Multi-drug resistant organisms considered to be of epidemiologic importance due to either severity of	Patients in health care facilities, including, but not limited to, long-term acute care hospitals and skilled nursing facilities, should comply with the local health authority's

clinical disease, potential for transmission of genetic elements, or opportunities for effective control effects, §690.445	recommendations for control measures as supported by IDPH or CDC procedures and best practices for control of transmission.
Psittacosis due to chlamydia psittaci, §690.590	No specific restrictions.
<u>Respiratory Syncytial Virus (RSV) Infection (Laboratory Confirmed Testing via ELR only, Pediatric Deaths, and Intensive Care Unit Admissions), §690.605 (F or E)</u>	<u>No specific restrictions.</u>
Salmonellosis including Paratyphi V var. L(+) tartrate+ (other than S. typhi A., S Paratyphi B (tartrate negative), and S. Paratyphi C cases), §690.630	Cases shall avoid swimming in public recreational water venues (e.g., swimming pools, whirlpool spas, wading pools, water parks, interactive fountains, lakes) while symptomatic and for two weeks after cessation of diarrhea.
<u>SARS-CoV2 Infection (COVID-19) (Laboratory Confirmed Testing via ELR Only, Pediatric Deaths, and Intensive Care Unit Admissions), §690.635</u>	<u>All cases shall isolate themselves at home per CDC recommendations or as directed by the local health authority.</u>
Shigellosis, §690.640	Cases shall avoid swimming in public recreational water venues (e.g., swimming pools, whirlpool spas, wading pools, water parks, interactive fountains, lakes) while symptomatic, and for two weeks after cessation of diarrhea.
<u>Streptococcal infections, Group A, invasive and sequelae to Group A streptococcal infections In Persons Admitted to the Hospital or Residing in a Residential Facility, including antibiotic susceptibility test results, §690.670 (F)</u>	<u>No specific restrictions.</u>
Toxic shock syndrome due to Staphylococcus aureus infection, §690.695	No specific restrictions.
Streptococcus pneumoniae, invasive disease in children younger than five years, §690.678	No specific restrictions.
Tetanus, §690.690	No specific restrictions. No restrictions on contacts.
Tickborne Disease, including African Tick Bite Virus, Anaplasmosis, Babesiosis, Bourbon Virus,	No specific restrictions.

Ehrlichiosis, Heartland Virus, Lyme disease, and spotted fever Rickettsiosis, §690.698	
Trichinosis, §690.710	No specific restrictions.
Tuberculosis, §696.170	Reporting requirement is limited to health care professionals (includes nurses and health coordinators or health care settings). Report electronically or by facsimile, followed up with a phone call to local TB authority, or if none, to IDPH. Exclude case if considered to be infectious according to IDPH's rules and regulations for the control of TB or as recommended by the local health authority.
Vibriosis (Other than Toxigenic Vibrio cholera O1 or O139), §690.745	No specific restrictions.

Reporting of Sexually Transmissible Infections, 77 Ill.Admin.Code 693.30

The following sexually transmitted infections are reportable by health care professionals only (which includes advanced practice nurses, licensed nurses (including school nurses), or other persons licensed or certified to provide health care services of any kind to the local health department, or if none exists, to IDPH. Reports are strictly confidential and must be made within seven days after the diagnosis or treatment.

Infection	Exclusion Rules
Acquired Immunodeficiency Syndrome (AIDS)	A person may only be isolated with that person's consent or upon order of a court in those cases where the public's health and welfare are significantly endangered and where all other reasonable means have been exhausted and no less restrictive alternative exists. 77 Ill.Admin.Code §693.60(b).
HIV Infection	See above.
Syphilis	See above.
Gonorrhea	See above.
Chlamydia	See above.
Chancroid	See above.

Exclusion Criteria for Non-Reportable Diseases and Illnesses

There are a number of diseases and illnesses that have either never been reportable or no longer need to be reported under IDPH rules. However, some of these conditions may still pose a health risk and require exclusion from school. IDPH has published a chart which includes diseases and illnesses that do not require reporting of individual cases (as well as more common diseases those that do need to be reported), but may still require exclusion from school. Please refer to 77 Ill.Admin.Code §690.110, and the following link for further guidance at: <https://dph.illinois.gov/content/dam/soi/en/web/idph/files/publications/commchartschool-032817.pdf>

Community Relations

Exhibit - Verification of School Visitation

To be completed by the parent/guardian and given to the Building Principal. Please print.

This document serves to verify that the named parent/guardian attended a school conference or classroom activity for his or her child held on the date and time indicated below.

Student

Conference/Classroom activity

Parent/Guardian name

Date/time of conference/classroom activity

Parent/Guardian signature

To be signed by the Building Principal and returned to the parent/guardian.

Building Principal signature

Date

Document Status: Draft Update

Board of Education Meeting Procedure

2:220-E2 Exhibit - Motion to Adjourn to Closed Meeting

Motion to Adjourn to Closed Meeting

Date: _____ Time: _____

Location: _____

A motion was made by _____, and seconded by _____, to adjourn to closed meeting to discuss:

☐ The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. [5 ILCS 120/2\(c\)\(1\)](#); amended by P.A. 101-459.

☐ Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. [5 ILCS 120/2\(c\)\(2\)](#).

☐ The selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. [5 ILCS 120/2\(c\)\(3\)](#).

☐ Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. [5 ILCS 120/2\(c\)\(4\)](#).

☐ Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to 105 ILCS 5/24-24, provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4.5), added by P.A. 103-311. [PRESSPlus1](#)

☐ The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. [5 ILCS 120/2\(c\)\(5\)](#).

- ☐ The setting of a price for sale or lease of property owned by the District. [5 ILCS 120/2\(c\)\(6\)](#).
- ☐ The sale or purchase of securities, investments, or investment contracts. [5 ILCS 120/2\(c\)\(7\)](#).
- ☐ Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. [5 ILCS 120/2\(c\)\(8\)](#).
- ☐ Student disciplinary cases. [5 ILCS 120/2\(c\)\(9\)](#).
- ☐ The placement of individual students in special education programs and other matters relating to individual students. [5 ILCS 120/2\(c\)\(10\)](#).
- ☐ Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. [5 ILCS 120/2\(c\)\(11\)](#).
- ☐ The establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self insurance pool of which the District is a member. [5 ILCS 120/2\(c\)\(12\)](#).
- ☐ Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the District is a member. [5 ILCS 120/2\(c\)\(16\)](#).
- ☐ Discussion of minutes of meetings lawfully closed, 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\(c\)\(21\)](#).
- ☐ Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. [5 ILCS 120/2\(c\)\(29\)](#).

Closed Meeting Roll Call:

"Yeas"	"Nays"

Motion: ☐ Carried ☐ Failed

DATED: December 12, 2023

PRESSPlus Comments

PRESSPlus 1. Updated in response to the Open Meetings Act (OMA), 5 ILCS 120/2(c)(4.5), added by P.A. 103-311. **Issue 113, October 2023**

Document Status: Draft Update

Equal Educational Opportunities

7:10-E Exhibit - Equal Educational Opportunities Within the School Community

The School District welcomes diversity in its schools. Board Policy 7:10, *Equal Educational Opportunities* cites the many civil rights laws that guarantee equal education opportunities to all students. In addition, the policies below address the equal educational opportunities, health, safety, and general welfare of students within the District. These policies are not a complete list, and depending on the factual context, another policy not specifically listed may apply:

1. 2:260, *Uniform Grievance Procedure*, contains the process for an individual to seek resolution of a complaint. A student may use this policy to complain about bullying. The District Complaint Manager shall address the complaint promptly and equitably.
2. 2:265, *Title IX Grievance Procedure*, contains the process that must be followed for complaints of Title IX harassment. [PRESSPlus1](#)
3. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, prohibits any person from discriminating against or harassing a student based on race, color, or national origin.
4. 6:65, *Student Social and Emotional Development*, requires that social and emotional learning be incorporated into the District's curriculum and other educational programs.
5. 7:10, *Equal Educational Opportunities*, requires that equal educational and extracurricular opportunities be available to all students without regard to, among other protected statuses, sex, sexual orientation, and gender identity.
6. 7:20, *Harassment of Students Prohibited*, prohibits any person from harassing, intimidating, or bullying a student based on an actual or perceived characteristic that is identified in the policy including, among other protected statuses, sex, sexual orientation, and gender identity.
7. 7:130, *Student Rights and Responsibilities*, recognizes that all students are entitled to rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting.
8. 7:160, *Student Appearance*, prohibits students from dressing or grooming in such a way as to disrupt the educational process, interfere with a positive teaching/learning climate, or compromise reasonable standards of health, safety, and decency. It recognizes that students have the right to wear hairstyles historically associated with race, ethnicity, or hair texture, and to wear or accessorize the student's graduation attire with items associated with the student's cultural, ethnic, or religious identity, or other characteristic protected by State law.
9. 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, contains the comprehensive structure for the District's bullying prevention program.
10. 7:250, *Student Support Services*, directs the Superintendent to develop protocols for responding to students' social, emotional, or mental health needs that impact learning.
11. 7:330, *Student Use of Buildings - Equal Access*, grants student-initiated groups or clubs the free use of school premises for their meetings, under specified conditions.
12. 7:340, *Student Records*, contains the comprehensive structure for managing school student records, keeping them confidential, and providing access as allowed or required.

~~DATED: December 12, 2023~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to a five-year review. **Issue 114, March 2024**

**DECATUR DISTRICT 61 BOARD OF EDUCATION
REGULAR MEETING MINUTES**

DATE/TIME: September 09, 2025

6:30 PM

LOCATION: Keil Administration Building
101 W. Cerro Gordo Street
Decatur, IL 62523

PRESENT: Bill Clevenger, President
Kevin Hale
Mark Reynolds

Will Wetzel, Vice President
Dr. Karen Lauritzen
Christina Tyus

ABSENT: Devon Joyner

STAFF: Superintendent Dr. Rochelle Clark, Board Secretary Melissa Bradford, Attorney Luke Feeney and others

President Clevenger called the meeting to order at 6:30 PM.

TOPIC	DISCUSSION	ACTION
Call for Open Session	President Clevenger called the Open Session meeting to order. He also moved and Mr. Reynolds seconded. President Clevenger called for a Roll Call Vote: Aye: Hale, Reynolds, Wetzel, Lauritzen, Tyus, Clevenger Nay: None Absent: Joyner Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Open Session at 6:30 PM.
Pledge of Allegiance	President Clevenger led the Pledge of Allegiance.	
Approval of Agenda, September 09, 2025	Superintendent Clark recommended the Board of Education approve the September 09, 2025 Open Session Board Meeting Agenda as presented. Mr. Reynolds moved to approve the recommendation, seconded by Vice President Wetzel. All were in favor.	Agenda was Approved as presented.
District Highlight	Kristi Mullinix, Principal at South Shores Elementary School, noted that this was her last year as Principal of South Shores Elementary; she will be retiring at the end of the 2025-2026 school year. Principal Mullinix noted the following: <i>The vision of South Shores School is to prepare and motivate our students for a rapidly changing world by instilling in them critical thinking skills, a global perspective, and a respect for core values of honesty, loyalty, perseverance, and compassion. Students will have success for today and be prepared for tomorrow.</i> She continued and presented information (see presentation in the Board packet) on ELA & Math Goals, Staff Highlights, Open House, August Students of the Month, Book Vending Machine and Grandparents Day. She also noted that Patty Janes, Parent Liaison, would also be retiring at the end of the 2025-2026 school year after 44 years.	Information only.

TOPIC	DISCUSSION	ACTION
Public Participation	President Clevenger noted that during Public Participation, the Board of Education asked for the following: • Identify oneself and be brief. • Comments should be limited to 3 minutes. • Any public comments submitted to the Board Secretary will be included in the record. No one requested to speak, however, the Board Secretary noted that she received a public comment from Alana Banks that would be added to the record with the September 09, 2025 Open Session minutes.	Information only.
Board Discussion Reports from Admins Ten-Day Enrollment for 2025-2026 SY	None at this time. Dr. Danielle Lusby, Director of Student Services, presented and shared an update on the Ten-Day Enrollment for 2025-2026 School Year in Decatur Public Schools (see presentation in the Board packet). Online registration was open for the entire month of July 2025. Starting August 2025, registration had to be completed at the actual school, as appropriate. At the elementary and secondary levels, enrollment comparisons from 2024-2025 school year versus 2025-2026 fluctuated, some increased and some decreased in numbers. The key take-aways from the Ten-Day Enrollment for 2025-2026 were as follows: • As of August 08, 2025, the district was at 90% registered, which was a 2% increase from the 2024-2025 school year. • There were currently no buildings over capacity. • Elementary and secondary enrollment trends remain stable. • The enrollment trends for this school year reflect continued improvements in registration rates and stronger alignment of class sizes within the School Board Policy. At this time, we lost 42 students overall. Superintendent Clark noted that the previous demographic study showed the current enrollment numbers were projected for the year 2029. Administration was watching the data and will review again in October 2025. She also noted that another demographic study was probably needed because of the declining enrollment. Administration will continue to keep the Board of Education and the community abreast to the enrollment data. Dr. Lusby noted that the district was currently waiting on approximately 94 students, whose families had not completed the enrollment process.	Information only. Information only.
Consent Items	Superintendent Clark recommended the Board of Education approve the Consent Items as presented, which included: A. Minutes: Open/Closed Meetings August 19, 2025	Motion carried. Consent Items were approved as presented.

TOPIC	DISCUSSION	ACTION
	B. Freedom of Information Report C. Bills D. Financial Conditions Report Mr. Reynolds moved to approve the recommendation, seconded by Mr. Hale. Hearing no questions, President Clevenger called for a Roll Call Vote: Aye: Reynolds, Hale, Tyus, Wetzel, Clevenger, Lauritzen Nay: None Absent: Joyner Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	
Separation Agreement	Superintendent Clark recommended the Board of Education approve the Separation Agreement between Decatur Public School District 61 and James Dellert, as presented. Mr. Reynolds moved to approve the recommendation, seconded by Dr. Lauritzen. Hearing no questions, President Clevenger called for a Roll Call Vote: Aye: Wetzel, Hale, Reynolds, Lauritzen, Clevenger, Tyus Nay: None Absent: Joyner Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Separation Agreement with James Dellert was approved as presented.
Personnel Action Items	Superintendent Clark recommended the Board of Education approve the Personnel Action Items listed in the Memo from Monica Wilks, Director of Human Resources, and the Human Resources Department as presented. Mr. Reynolds moved to approve the recommendation, seconded by Mr. Hale. Hearing no questions, President Clevenger called for a Roll Call Vote: Aye: Tyus, Wetzel, Clevenger, Lauritzen, Reynolds, Hale Nay: None Absent: Joyner Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Personnel Action Items were approved as presented.
Stephen Decatur Middle School HVAC Automation Upgrade	Superintendent Clark recommended the Board of Education approve the Stephen Decatur Middle School HVAC Automation Upgrade as presented. Mr. Reynolds moved to approve the recommendation, seconded by Mrs. Tyus. Floyd Bolt, Director of Buildings and Grounds, noted that the old computer controls were starting to fail and the new computer controls would maintain the efficiency and comfort levels. Hearing no questions, President Clevenger called for a Roll Call Vote: Aye: Lauritzen, Hale, Reynolds, Clevenger, Tyus, Wetzel Nay: None Absent: Joyner	Motion carried. SDMS HVAC Automation Upgrade was approved as presented.

TOPIC	DISCUSSION	ACTION
	Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	
Boiler Piping Upgrades at SELA	Superintendent Clark recommended the Board of Education approve the Boiler Piping Upgrades at Social Emotional Learning Academy (SELA) as presented. Mr. Reynolds moved to approve the recommendation, seconded by Dr. Lauritzen. Hearing no questions, President Clevenger called for a Roll Call Vote: Aye: Clevenger, Tyus, Lauritzen, Hale, Reynolds, Wetzel Nay: None Absent: Joyner Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Boiler Piping Upgrades at SELA were approved as presented.
Announcements	ANNOUNCEMENTS	Information only.
	The Board of Education and Administration sends condolences to the families of: Doug Dehority, who passed away Friday, August 22, 2025. Mr. Dehority was the husband of Carla Dehority, a retired Teacher and current substitute at Franklin Gove Elementary. Max D. Weaver, who passed away Tuesday, August 26, 2025. Mr. Weaver was the father of Sonya Castle, School Psychologist at the Macon-Piatt Special Education District.	
Important Dates	IMPORTANT DATES <u>September</u> 10 Adopt a School Event at Scovill Zoo Shilling Education Center 17 District-Wide Half Day – Please check with your home school regarding the release time 19 Induction of Athletes and Coaches to Decatur Public Schools Athletic Hall of Fame – During half time of the Eisenhower versus MacArthur High School Football Game – Kickoff at 5:00 PM at MacArthur High School	Information only.
	Please Note: The banquet (09/19/25) before kickoff for the inductees is by invitation only. <u>Additional Reminder</u> Please Note: Wednesday, October 15th is the Deadline for the Required Immunizations and Physicals for the 2025-2026 School Year. <u>Superintendent Search</u> Decatur Public Schools District 61 Board of Education had begun the process of selecting the district's next permanent superintendent, who will begin their role on July 1, 2026.	

____ TOPIC _____ DISCUSSION _____ ACTION _____

Selecting a superintendent is one of the most important decisions a Board of Education can make. To support this process, the Board has partnered with the Illinois Association of School Boards (IASB). One of the first major tasks is identifying the traits, skills, and characteristics most important for the next superintendent to possess. The Board is seeking input from stakeholders to help shape this profile.

ALL staff, parents/guardians, and interested members of the Decatur community were invited and encouraged to complete a brief online survey provided by IASB. The “live survey link” can be found on the front page of our District’s website. Please click on the link that says “Superintendent Candidate Survey.”

The survey opened at **7:30 a.m. on Monday, September 8, 2025**, and will close at **11:59 p.m. on Tuesday, September 16, 2025**. All responses are anonymous and confidential.

IASB will compile the survey results to develop a profile of “Ideal Candidate Traits” for inclusion in the superintendent search advertising brochure. This information will also be shared at an upcoming Board of Education meeting.

Thank you in advance for your time and feedback as we work together to shape the future leadership of Decatur Public Schools.

Superintendent Clark noted that there will be a tailgate job fair, September 19, 2025 at 3:00 p.m. at MacArthur High School. This would take place before the Eisenhower versus MacArthur Varsity Football Game.

NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, September 23, 2025 at the Keil Administration Building.

Adjournment

President Clevenger asked for a motion to adjourn. Mr. Reynolds moved, seconded by Mr. Hale. All were in favor.

Board adjourned at 6:51 PM.

Bill Clevenger, President

Melissa Bradford, Board Secretary

****Farewell Remarks – Alana Giselle Banks****

Good evening, Dr. Clark, Melissa Bradford, members of the Board, colleagues, families, and DPS community,

As I share these words tonight, I do so with a heart full of gratitude. For the past four years, I have had the privilege of serving on the Decatur Public Schools Board of Education. And in recent months, I've had the unique honor of stepping onto the frontlines as the Freshmen Community Secretary at Eisenhower High School.

In my 15 years of employment history, I can say with certainty that Decatur Public Schools is the first job that truly saddens me to leave. Eisenhower is a remarkable place. The staff, the parents, the families, and most importantly the students, have left an imprint on me that I will carry into every chapter of my life.

I would like to take a moment to recognize those who have made my journey especially meaningful: Dr. Rodriguez, Mr. Aikman, Mr. Jesse, Ms. Jones, Cerenity Jackson, Ms. Nicole, Mrs. Jones-Brady, my fellow community secretaries, Ms. McPike, Ryan Walker and the custodial staff, Elder Collier and the security staff, Nurse Currie and the cafeteria staff, Mr. Lybarger, Ms. Seider, Ms. Thomas and the drama department, Ms. Tolbert, Ms. Payne, Ms. Janus, Karen Walker, and many more who are no less important to me. Each of you has shown me what it means to serve with dedication, compassion, and heart. I would also like to thank Sevie Jarrett and Dr. Monica Wilks for working with me through the hiring and resignation process.

As I prepare to take on new responsibilities with the First Judicial District Attorney's office in Santa Fe, New Mexico, I leave with nothing but respect and appreciation for DPS #61.

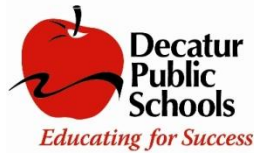
My charge to the BOE & DLT is this: continue to believe in the promise of our students, continue to support our teachers and staff, and continue building bridges between our schools and our community.

Decatur will always be home for me, and DPS 61 will always hold a special place in my heart.

Thank you for the opportunity to serve, to learn, and to grow with you.

With deepest gratitude and respect,

Alana Giselle Banks,
Dwight D. Eisenhower High School, Class of 2013



Board of Education Decatur Public School District 61

Date: September 23, 2025	Subject: Monthly Financial Conditions Report
Initiated By: Dr. Mike Curry, Chief Operations Officer	Attachments: Financial Conditions Report
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

The attached report illustrates the District's year-to-date revenues and expenditures and provides an explanation of the financial conditions of the Decatur Public School District and Macon-Piatt Special Education District.

CURRENT CONSIDERATIONS:

As the District completes August, the second month of FY26, the Macon-Piatt Special Education District has expended 8.39% of its overall budget; Decatur School District #61 has expended 10.01% of its overall budget.

As of September 16, 2025, the State Comptroller is holding FY26 ISBE vouchers in the amount of \$174,489 of which \$162,447 is associated with the Early Childhood Block Grant.

FINANCIAL CONSIDERATIONS:

N/A

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Monthly Financial Conditions Report as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

2024-2025 Decatur Public S.D. #61
Fund Balance Summary - August 31, 2025

<u>Fund</u>	<u>Fund Balance 07/01/25</u>	<u>Revenues To Date</u>	<u>Expenditures To Date</u>	<u>Net Cash Flow</u>	<u>Change in Fund Balance</u>	<u>Balance 08/31/2025</u>	<u>Tentative Balance 06/30/26</u>
DISTRICT # 61							
Education	\$29,069,481	\$30,955,920	\$10,079,751	\$20,876,169	\$0	\$49,945,650	\$ 29,131,417
Operation & Maintenance	\$1,943,400	\$2,617,698	\$1,365,868	\$1,251,830	\$0	\$3,195,230	\$ 1,963,654
Debt Service	\$10,537,775	\$4,131,422	\$1,105,550	\$3,025,872	\$0	\$13,563,647	\$ 11,016,514
Transportation	\$6,250,781	\$1,045,488	\$205,606	\$839,882	\$0	\$7,090,663	\$ 5,036,770
IMRF	\$4,631,483	\$1,439,849	\$167,372	\$1,272,477	\$0	\$5,903,960	\$ 5,859,156
Social Security/Medicare	\$1,295,019	\$1,197,297	\$217,467	\$979,830	\$0	\$2,274,849	\$ 888,312
Capital Projects Fund	\$6,448,271	\$0	\$532,096	(\$532,096)	\$0	\$5,916,175	\$ 1,172,141
Working Cash	\$6,035,547	\$261,350	\$0	\$261,350	\$0	\$6,296,897	\$ 6,725,015
Tort Immunity/Judgment	\$1,673,551	\$1,896,733	\$1,593,785	\$302,948	(\$550,419)	\$1,426,080	\$ 94,145
Fire Prevention/Safety	\$1,210,666	\$261,350	\$235,967	\$25,383	\$0	\$1,236,049	\$ 79,943
Totals District 61	\$69,095,974	\$43,807,107	\$15,503,462	\$28,303,645	(\$550,419)	\$96,849,200	\$ 61,967,067
Macon-Piatt Special Ed District	\$5,758,582	\$608,658	\$1,976,302	(\$1,367,644)	\$0	\$4,390,938	\$ 5,345,517

Macon-Piatt Special Education District
Report Date: August 2025
Financial Condition as of August 31, 2025

Percent of year passed: 17%

	Revenues	Adopted Budget	Pre Audit Y-T-D	Percent Received
12	Education	23,558,253	608,658	2.58%
22	Operation & Maintenance	-	-	
42	Transportation	-	-	
52	IMRF	-	-	
	Total Revenues	<u>23,558,253</u>	<u>608,658</u>	<u>2.58%</u>

Expenditures				Percent Used
12	Education	23,558,253	1,976,302	8.39%
22	Operation & Maintenance	-	-	0.00%
42	Transportation	-	-	0.00%
52	IMRF	-	-	0.00%
Total Expenditures		23,558,253	1,976,302	8.39%

Net Cash

Total Revenues	23,558,253	608,658	2.58%
Total Expenditures	<u>23,558,253</u>	<u>1,976,302</u>	<u>8.39%</u>
Net Cash	<u>-</u>	<u>(1,367,644)</u>	

Fund Balances

	Actual
12 Education	<u>4,390,938</u>

Decatur Public School District #61
Report Date: August 2025
Financial Condition as of August 31, 2025

Percent of year passed: 17%

	Revenues	Budget	Pre Audit Y-T-D	Percent Received	PRIOR YEAR COMPARISON FY 25 Percent Received As Of 08/31/24
10	Education	114,710,541	30,955,920	26.99%	27.12%
20	Operation & Maintenance	9,481,778	2,617,698	27.61%	29.68%
30	Debt Service	9,281,839	4,131,422	44.51%	38.04%
40	Transportation	5,998,242	1,045,488	17.43%	15.96%
50	IMRF	2,612,227	1,439,849	55.12%	47.77%
51	Social Security	2,051,200	1,197,297	58.37%	56.94%
60	Capital Projects	2,750,000	-	0.00%	14.94%
70	Working Cash	689,468	261,350	37.91%	72.94%
80	Tort Immunity/Judgment	3,524,824	1,896,733	53.81%	56.83%
90	Fire Prevention/Safety	528,072	261,350	49.49%	8.94%
	Total Revenues	151,628,191	43,807,107	28.89%	21.85%

	Expenditures	Budget	Pre Audit Y-T-D	Percent Used	PRIOR YEAR COMPARISON FY 25 Percent Used As Of 08/31/24
10	Education	114,681,998	10,079,751	8.79%	12.59%
20	Operation & Maintenance	9,461,524	1,365,868	14.44%	13.64%
30	Debt Service	8,866,207	1,105,550	12.47%	11.53%
40	Transportation	7,212,253	205,606	2.85%	1.85%
50	IMRF	1,384,554	167,372	12.09%	6.97%

51	Social Security	2,457,907	217,467	8.85%	10.19%
60	Capital Projects	4,026,130	532,096	13.22%	31.49%
70	Working Cash	-	- -		-
80	Tort Immunity/Judgment	5,104,230	1,593,785	31.22%	34.08%
90	Fire Prevention/Safety	1,658,795	235,967	14.23%	3.14%
	Total Expenditures	154,853,598	15,503,462	10.01%	5.73%

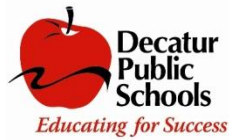
Net Cash

Total Revenues	151,628,191	43,807,107	28.89%
Total Expenditures	154,853,598	15,503,462	10.01%
Net Cash	(3,225,407)	28,303,645	

Fund Balances

Actual

10	Education	49,945,648
20	Operation & Maintenance	3,195,231
30	Debt Service	13,563,647
40	Transportation	7,090,664
50	IMRF	5,903,960
51	Social Security	2,274,849
60	Capital Projects	5,916,175
70	Working Cash	6,296,897
80	Tort Immunity/Judgment	1,426,080
90	Fire Prevention/Safety	1,236,050
	Total Funds	96,849,201



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: Treasurer's Report
Initiated By: Dr. Mike Curry, Chief Operations Officer	Attachments: Treasurer's Report – August 2025
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

The attached report details the District's investments and the status of the District's cash as of August 30, 2025.

CURRENT CONSIDERATIONS:

N/A

FINANCIAL CONSIDERATIONS:

N/A

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Treasurer's Report for August 2025 as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

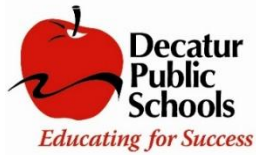
BOARD ACTION: _____

DECATUR PUBLIC SCHOOL DISTRICT #61
UNAUDITED TREASURER'S REPORT
AUGUST 2025

	Cash/Investments as of 07/31/25	Receipts	Disbursements	Cash/Investments as of 08/31/25
Education	51,622,328.86	11,093,886.04	8,464,386.66	54,251,828.24
Operations & Maintenance	3,597,508.16	346,284.95	715,027.67	3,228,765.44
Debt Service	12,563,910.61	1,125,722.62	0.00	13,689,633.23
Transportation	6,694,437.55	134,913.77	86,229.33	6,743,121.99
IMRF	5,893,399.69	155,334.93	107,633.60	5,941,101.02
Social Security	2,284,805.10	154,358.56	145,964.08	2,293,199.58
Capital Projects	6,182,749.80	180,299.05	571,103.74	5,791,945.11
Working Cash	6,327,385.22	35,032.74	0.00	6,362,417.96
Tort/Judgment Immunity	1,682,458.66	432,018.37	347,931.62	1,766,545.41
Fire Prevention & Safety	1,223,221.95	33,603.13	0.00	1,256,825.08
Activities	637,826.92	22,003.56	15,979.98	643,850.50
DPS 61 Total	98,710,032.52	13,713,457.72	10,454,256.68	101,969,233.56
Macon-Piatt Special Education	5,693,893.80	385,705.54	1,436,907.18	4,642,692.16
GRAND TOTAL	104,403,926.32	14,099,163.26	11,891,163.86	106,611,925.72

Dr. Mike Curry

09/17/25



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: Administrator and Teacher Salary and Benefits Report for FY 2025
Initiated By: Monica Wilks, Director of Human Resources	Attachments: Administrator and Teacher Salary and Benefits Report for FY 2025
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

In accordance with Illinois Statute 105 ILCS 5/10-20.47, the District is required to report to the State Board of Education the base salary and benefits of the District Superintendent, all Administrators, and Teachers employed by the District.

CURRENT CONSIDERATIONS:

The attached Salary Compensation Report represents the dates for FY 2024-25. The Salary Compensation Report will be posted on the District's website beginning September 25, 2025, and a copy will be forwarded to the Regional Superintendent for Macon-Piatt.

FINANCIAL CONSIDERATIONS:

There are no financial considerations.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Administrator and Teacher Salary and Benefits Report for FY 2025 as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

EIS Administrator and Teacher Salary and Benefits Report - School Year 2025

9/17/2025 1:35 pm

Decatur SD 61
101 W Cerro Gordo St, Decatur, IL 62523
390550610250000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
ADAMS, KRISTI B	200-Teacher	\$55,000.00	1.00	0	10	\$0.00	\$0.00	\$5,789.96	\$25.20
ADAMS, SARAH A	200-Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.36	\$25.20
ALBERT, JACOB M	200-Teacher	\$54,895.84	1.00	0	10	\$0.00	\$0.00	\$5,779.25	\$25.20
ALLEN, ANGEL D	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$24.02
ALLISON, Elizabeth E	200-Teacher	\$64,750.00	1.00	0	10	\$0.00	\$0.00	\$6,816.43	\$25.20
ALVES, ALICIA A	250-Special Education Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$25.20
ANDREWS, JULIE A	200-Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.33	\$25.20
ANDROFF, DANIEL S	200-Teacher	\$82,050.00	1.00	0	10	\$0.00	\$0.00	\$8,637.72	\$25.20
ASH, LAURA M	200-Teacher	\$51,000.00	1.00	0	10	\$0.00	\$0.00	\$5,369.00	\$25.20
AUGUSTINE, JACLYN S	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$25.20
AUSTIN, SHERYL	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
BACON, APRIL J	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.49	\$25.14
BAER, JUSTIN	200-Teacher	\$58,625.00	1.00	0	10	\$0.00	\$0.00	\$6,171.62	\$25.20
BAILEY, KELLY K	200-Teacher	\$73,000.00	1.00	0	10	\$0.00	\$0.00	\$7,685.09	\$25.20
BALES, TONYA R	250-Special Education Teacher	\$76,438.92	1.00	0	10	\$0.00	\$0.00	\$8,047.09	\$18.90
BANNER, ADAUJRIA V	200-Teacher	\$48,000.00	1.00	0	10	\$0.00	\$0.00	\$5,053.37	\$25.20
BARISTA, DAVID J	200-Teacher	\$57,750.00	1.00	0	10	\$0.00	\$0.00	\$6,079.59	\$25.20
BARNES, SUSAN	200-Teacher	\$80,575.00	1.00	0	10	\$0.00	\$0.00	\$10,357.00	\$9,132.26
BARNETT, SARA E	200-Teacher	\$51,338.20	1.00	0	10	\$0.00	\$0.00	\$5,404.76	\$25.20
BARRETT, BRIANNE	200-Teacher	\$52,500.00	1.00	0	10	\$0.00	\$0.00	\$5,526.85	\$25.20
BART, KIMBERLY K	200-Teacher	\$82,050.00	1.00	0	10	\$0.00	\$0.00	\$8,637.72	\$25.20
BEALS, JANARRA D	250-Special Education Teacher	\$65,000.00	1.00	0	10	\$0.00	\$0.00	\$6,842.68	\$25.20
BECK, KELSEY	200-Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$25.20
BELL, SARAH M	250-Special Education Teacher	\$46,348.19	1.00	0	10	\$0.00	\$0.00	\$4,879.37	\$25.20
BELLER, THOMAS W	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$25.20
Berg, Kimberly J	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
BIRD, HANNAH	200-Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$25.20
BLACK, MARIANNE	153-Special Education Supervisor	\$89,265.00	1.00	1	13	\$0.00	\$0.00	\$9,397.18	\$222.64
BLACKETER, HANNAH	200-Teacher	\$57,750.00	1.00	0	10	\$0.00	\$0.00	\$6,079.59	\$25.20
BLADES, PAMELA S	200-Teacher	\$74,831.20	1.00	0	10	\$0.00	\$0.00	\$7,877.74	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
BLAGG-SENTEL, ABRIAN	250-Special Education Teacher	\$48,000.00	1.00	0	10	\$0.00	\$0.00	\$5,053.37	\$25.13
BOERGER, DEBBIE L	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20
BOHNSACK, MARIA	200-Teacher	\$89,566.94	1.00	0	10	\$0.00	\$0.00	\$9,429.13	\$25.20
Boliard, Joshua	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
BOLINE, SARAH E	200-Teacher	\$57,000.00	1.00	0	10	\$0.00	\$0.00	\$6,000.54	\$25.07
BONEBRAKE, MICHELLE R	103-Principal	\$120,203.00	1.00	12	15	\$0.00	\$0.00	\$12,654.00	\$305.93
BOOMER, KRISTINE D	203-English as a Second Language Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.17
BORN, SHANNON	200-Teacher	\$49,875.00	1.00	0	10	\$0.00	\$0.00	\$5,250.70	\$25.20
BOWMAN, STEPHANIE	250-Special Education Teacher	\$56,750.00	1.00	0	10	\$0.00	\$0.00	\$5,974.30	\$25.20
BOYD, SUMMER B	202-Bilingual Education Teacher	\$72,850.00	1.00	0	10	\$0.00	\$0.00	\$7,669.23	\$25.20
BRADEN, MARCY N	200-Teacher	\$53,000.00	1.00	0	10	\$0.00	\$0.00	\$5,579.60	\$25.20
BRADFORD, MAVIS	250-Special Education Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
BRADY, MARY CATHLEEN	107-General Administrator or General Supervisor	\$136,935.00	1.00	24	15	\$0.00	\$0.00	\$14,417.64	\$341.04
BRAHLER, ANNIE	250-Special Education Teacher	\$49,875.00	1.00	0	10	\$0.00	\$0.00	\$5,250.70	\$25.20
BRAMEL, JENNIFER A	250-Special Education Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
BREWER, CHELSEA	250-Special Education Teacher	\$62,000.00	1.00	0	10	\$0.00	\$0.00	\$6,527.03	\$24.17
BRIAR, EVAN J	200-Teacher	\$49,904.18	1.00	0	10	\$0.00	\$0.00	\$5,253.69	\$25.20
BRICE, SARAH E	200-Teacher	\$71,700.00	1.00	0	10	\$0.00	\$0.00	\$7,548.32	\$25.20
Briggs, Catherine R	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.12
BRINKOETTER, ALLISON M	200-Teacher	\$32,000.00	0.53	2	10	\$0.00	\$0.00	\$3,352.58	\$22.78
BRINKOETTER, ALLISON M	104-Assistant Principal	\$39,191.85	0.45	5	10	\$0.00	\$0.00	\$3,876.11	\$25.20
BROWN, MICHELLE K	200-Teacher	\$57,750.00	1.00	0	10	\$0.00	\$0.00	\$6,079.59	\$25.20
BROWN, PETER Z	200-Teacher	\$52,500.00	1.00	0	10	\$0.00	\$0.00	\$5,526.83	\$25.20
BROWN, WHITNEY	200-Teacher	\$52,500.00	1.00	0	10	\$0.00	\$0.00	\$5,526.83	\$25.20
BRUMMETT, KIMBERLY	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
BRYLES, ANGELA	200-Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.33	\$25.20
BURKHART, CARA	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
BUSCH, KATHERINE	200-Teacher	\$61,000.00	1.00	0	10	\$0.00	\$0.00	\$6,421.75	\$25.20
BYLER, HYE-SEUNG	250-Special Education Teacher	\$70,550.00	1.00	0	10	\$0.00	\$0.00	\$7,426.96	\$18.90
BYRNE, ERICA	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
CALDWELL, KRISTI	250-Special Education Teacher	\$61,000.00	1.00	0	10	\$0.00	\$0.00	\$6,421.75	\$25.20
CALHOUN, TINA L	250-Special Education Teacher	\$58,625.00	1.00	0	10	\$0.00	\$0.00	\$6,171.62	\$25.20
CAMERON, JESSICA M	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20
CAMP, JORDAN	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.16
CANADAY, MATTIE JUSTUS	200-Teacher	\$56,875.00	1.00	0	10	\$0.00	\$0.00	\$5,987.54	\$25.20
CARLISLE, ADAM W	200-Teacher	\$61,350.00	1.00	0	10	\$0.00	\$0.00	\$6,458.65	\$25.20
CARSON, FERLAXNES B	200-Teacher	\$50,000.00	1.00	0	10	\$0.00	\$0.00	\$5,263.70	\$25.20
CARSTENS, MICHAELA	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
CARTER, MAEGAN	250-Special Education Teacher	\$44,829.16	1.00	0	10	\$0.00	\$0.00	\$4,719.30	\$25.20
CARTER, SHANNON E	250-Special Education Teacher	\$92,210.62	1.00	0	10	\$0.00	\$0.00	\$9,707.59	\$25.20
CARVER, TAMMY L	200-Teacher	\$84,350.00	1.00	0	10	\$0.00	\$0.00	\$8,880.02	\$25.20
CASE, ELIZABETH	250-Special Education Teacher	\$71,700.00	1.00	0	10	\$0.00	\$0.00	\$7,548.32	\$25.20
CASSIDY, STEPHANIE	250-Special Education Teacher	\$78,150.59	1.00	0	10	\$0.00	\$0.00	\$8,227.26	\$25.20
CASTRO, MARY	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
CEARLOCK, DENA	250-Special Education Teacher	\$19,425.00	0.30	0	3	\$0.00	\$0.00	\$2,044.90	\$0.00
CECIL, JACI P	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
CHEAVENS, ANNA Q	250-Special Education Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
CHUMBLEY, ALISON LYNNE	250-Special Education Teacher	\$66,500.00	1.00	0	10	\$0.00	\$0.00	\$7,000.76	\$25.20
CHUMBLEY, KIP M	200-Teacher	\$32,550.00	1.00	0	6	\$0.00	\$0.00	\$3,426.80	\$12.49
CLARK, BOBBI C	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
CLARK, CLAUDIA	200-Teacher	\$20,910.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
CLARK, ROCHELLE	100-District Superintendent	\$225,034.78	1.00	26	15	\$0.00	\$0.00	\$23,690.54	\$547.72
CLICK, NATALIE	200-Teacher	\$65,000.00	1.00	0	10	\$0.00	\$0.00	\$6,842.68	\$25.20
COIT, ALLISON	200-Teacher	\$50,716.68	1.00	0	10	\$0.00	\$0.00	\$5,339.18	\$25.20
COLE, KATHRYN	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
COLE, LINDA J	250-Special Education Teacher	\$86,650.00	1.00	0	10	\$0.00	\$0.00	\$9,122.10	\$18.90
COLLINS, DALTON L	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
COLLINS, HENRY	200-Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$25.20
COMSTOCK, RENEE A	200-Teacher	\$69,000.00	1.00	0	10	\$0.00	\$0.00	\$7,263.87	\$25.20
CONN, ELDON K	125-Head of Gen Ed (Depart chair admin endorsement held)	\$135,933.00	1.00	22	15	\$0.00	\$0.00	\$10,253.46	\$25.20
COOK, EVAN	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
COOK, SHANNON	200-Teacher	\$14,043.75	0.31	0	10	\$0.00	\$0.00	\$1,478.41	\$7.78
COOK, TRACY	200-Teacher	\$79,750.00	1.00	0	10	\$0.00	\$0.00	\$8,395.65	\$25.20
COOPER, ANNE E	200-Teacher	\$79,000.00	1.00	0	10	\$0.00	\$0.00	\$8,316.88	\$25.20
CORDOVA, REBECCA L	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20
COVERSTONE, AIMEE	250-Special Education Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
CRAW, MIKAYLA	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.05	\$25.20
CRAWFORD, KRISTIE	200-Teacher	\$41,055.00	0.89	0	0	\$0.00	\$0.00	\$0.00	\$0.00
CREASON, JACKALYN N	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$25.20
CREIGHTON, KEITH A	104-Assistant Principal	\$87,793.00	1.00	7	13	\$0.00	\$0.00	\$9,242.23	\$218.84
CROSS, KYLE A	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.22	\$25.20
CRUTCHER, JASON D	200-Teacher	\$77,450.00	1.00	0	10	\$0.00	\$0.00	\$8,153.59	\$25.20
Cullison, Christine R	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
CURRY, MICHAEL	114-Chief School Business Official	\$183,700.00	1.00	23	15	\$0.00	\$0.00	\$19,654.91	\$464.96
DAMERY, ALLYSON P	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
DANBURY, JESSE	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
DASE, JEFFREY	101-Assistant/Associate District Superintendent	\$20,629.54	0.12	22	15	\$0.00	\$0.00	\$2,171.77	\$0.00
DAVIDSON, SCOTT K	200-Teacher	\$70,000.00	1.00	0	10	\$0.00	\$0.00	\$7,369.18	\$25.20
DAVIES, VIRGINIA R	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.02
Davis, Danielle	200-Teacher	\$46,310.59	1.00	0	10	\$0.00	\$0.00	\$4,875.25	\$25.20
DAVIS, MICHELLE A	203-English as a Second Language Teacher	\$58,625.00	1.00	0	10	\$0.00	\$0.00	\$6,171.62	\$25.20
DAVIS-KITSON, HOLLY L	103-Principal	\$108,989.00	1.00	7	15	\$0.00	\$0.00	\$11,473.83	\$271.32
DAWSON, JAMES M	200-Teacher	\$57,750.00	1.00	0	10	\$0.00	\$0.00	\$6,079.59	\$25.20
DAWSON, TERRI L	200-Teacher	\$45,900.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
Day, Jennifer S	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,774.18	\$19.14
DAYKIN, SARA	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.49	\$25.20
DECESARO, KIMBERLEE R	250-Special Education Teacher	\$87,712.40	1.00	0	10	\$0.00	\$0.00	\$9,234.07	\$25.20
DELONG, ABBY	200-Teacher	\$50,468.06	1.00	0	10	\$0.00	\$0.00	\$5,313.05	\$25.20
DETMERS, JENNIFER	250-Special Education Teacher	\$61,250.00	1.00	0	10	\$0.00	\$0.00	\$6,448.00	\$25.20
DEVORE, SARA	250-Special Education Teacher	\$58,000.00	1.00	0	10	\$0.00	\$0.00	\$6,106.09	\$25.20
DIAZ, TARYN	200-Teacher	\$64,750.00	1.00	0	10	\$0.00	\$0.00	\$6,816.43	\$25.20
DONAHUE, THOMAS E	250-Special Education Teacher	\$76,300.00	1.00	0	10	\$0.00	\$0.00	\$8,032.43	\$24.54
DOWNEY, ANN M	200-Teacher	\$64,000.00	1.00	0	10	\$0.00	\$0.00	\$6,737.63	\$25.20
DUNHAM, TERESA LYNN	200-Teacher	\$24,990.00	0.54	0	0	\$0.00	\$0.00	\$0.00	\$0.00
DURBIN-STAPLES, MELISSA	250-Special Education Teacher	\$69,400.00	1.00	0	10	\$0.00	\$0.00	\$7,306.00	\$25.20
DYSON, TERI M	107-General Administrator or General Supervisor	\$94,924.00	1.00	0	0	\$0.00	\$0.00	\$9,993.18	\$240.28
EAGLER, APRIL M	200-Teacher	\$59,535.00	1.00	0	10	\$0.00	\$0.00	\$0.00	\$0.00
Egan, Amber L	200-Teacher	\$66,508.34	1.00	0	10	\$0.00	\$0.00	\$7,001.62	\$18.90
ELAM, PATRICIA L	200-Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$25.20
ELLIS, KARRYL K	200-Teacher	\$29,835.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
ELLIS, QUERIDA M	103-Principal	\$106,657.00	1.00	7	15	\$0.00	\$0.00	\$11,228.28	\$266.28
ELLIS, TERRI L	200-Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.20
ELLISON, JESSICA M	155-Supervisor of One School Support Personnel Area	\$105,309.00	1.00	7	13	\$0.00	\$0.00	\$11,086.38	\$262.12
ENGLAND, HEATHER M	103-Principal	\$105,779.00	1.00	7	15	\$0.00	\$0.00	\$11,135.74	\$263.76
ERTL, BRIDGETT J	200-Teacher	\$67,000.00	1.00	0	10	\$0.00	\$0.00	\$7,053.29	\$25.20
Eston, Heather J	200-Teacher	\$62,000.00	1.00	0	10	\$0.00	\$0.00	\$6,527.03	\$25.20
EVANS, MARY L	200-Teacher	\$63,875.00	1.00	0	10	\$0.00	\$0.00	\$6,724.39	\$25.20
FAULKNER, JACQUELINE S	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.49	\$25.20
FEHRENBACH, KATHERINE A	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$18.90
Felstead, Bette A	200-Teacher	\$24,772.18	0.49	0	10	\$0.00	\$0.00	\$2,607.89	\$10.10
FENDERSON, NIKI R	103-Principal	\$106,788.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
FERRIS, KATHLEEN E	200-Teacher	\$59,991.67	1.00	0	10	\$0.00	\$0.00	\$6,315.54	\$25.20
FLANIGAN, DENA R	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20
FLANIGAN, JOSEPH	200-Teacher	\$77,450.00	1.00	0	10	\$0.00	\$0.00	\$8,153.59	\$24.38

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
FLANIGAN, MEGAN E	200-Teacher	\$70,550.00	1.00	0	10	\$0.00	\$0.00	\$7,426.91	\$25.20
FLEMING, KAYLA M	200-Teacher	\$55,688.90	1.00	0	10	\$0.00	\$0.00	\$5,862.74	\$25.20
Flesch, Amanda K	104-Assistant Principal	\$86,198.00	1.00	7	13	\$0.00	\$0.00	\$9,074.54	\$230.96
FLESCH, SKYLER A	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
FLINT, APRIL L	200-Teacher	\$52,000.00	1.00	0	10	\$0.00	\$0.00	\$5,474.29	\$18.90
FLOURNOY, JASON M	104-Assistant Principal	\$101,616.00	1.00	24	15	\$0.00	\$0.00	\$10,697.71	\$253.68
FOLMNSBEE, JODI L	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
FOSTER, LESLIE G	250-Special Education Teacher	\$44,433.33	1.00	0	8	\$0.00	\$0.00	\$4,677.76	\$21.00
FOWLER, GAROLD	200-Teacher	\$69,400.00	1.00	0	10	\$0.00	\$0.00	\$7,306.00	\$25.20
FRANKLIN, ASHLEY B	200-Teacher	\$57,000.00	1.00	0	10	\$0.00	\$0.00	\$6,000.54	\$25.20
FRANZENE, CARLA A	200-Teacher	\$42,510.40	1.00	0	10	\$0.00	\$0.00	\$4,475.21	\$24.75
FREEMAN, TRENA	250-Special Education Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$24.57
FRIEDRICH, TRAVIS A	151-Assistant Special Education Director	\$119,497.00	1.00	22	15	\$0.00	\$0.00	\$12,579.84	\$297.40
FULLER, LINDSEY	200-Teacher	\$63,911.11	1.00	0	10	\$0.00	\$0.00	\$6,728.27	\$25.20
GARNER, TODD	200-Teacher	\$71,000.00	1.00	0	10	\$0.00	\$0.00	\$7,474.47	\$25.20
GENET, NICOLE A	200-Teacher	\$71,700.00	1.00	0	10	\$0.00	\$0.00	\$7,548.32	\$25.20
GENTRY, CAMERON A	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
GIBSON, ANNELL	200-Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.20
Gilbert, Timothy E	200-Teacher	\$70,560.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
GILL, LAUREN	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
GOEDE, MELISSA J	200-Teacher	\$54,000.00	1.00	0	10	\$0.00	\$0.00	\$5,684.91	\$25.20
GOODMAN, JAIME N	200-Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.20
Goodman, Stacy Elizabeth	200-Teacher	\$26,984.03	0.51	0	5	\$0.00	\$0.00	\$2,840.80	\$14.70
GRANT, KHARI	104-Assistant Principal	\$50,964.11	0.49	19	21	\$0.00	\$0.00	\$5,365.23	\$154.45
GRAY, LARRY D	101-Assistant/Associate District Superintendent	\$179,853.00	1.00	22	15	\$0.00	\$0.00	\$18,934.00	\$435.15
GREEN, GREGORY J	200-Teacher	\$65,625.00	1.00	0	10	\$0.00	\$0.00	\$6,908.70	\$25.20
GREENBERG, ARIC P	250-Special Education Teacher	\$48,653.86	0.88	0	10	\$0.00	\$0.00	\$5,121.86	\$21.00
GREENE, KEVIN M	200-Teacher	\$52,500.00	1.00	0	10	\$0.00	\$0.00	\$5,526.83	\$25.20
GREENLEE, HALEY	200-Teacher	\$52,500.00	1.00	0	10	\$0.00	\$0.00	\$5,526.83	\$25.11
GREENWOOD, JUDY L	250-Special Education Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.33	\$25.20
GREER, LESLIE A	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
GROSSMAN, MATTHEW R	104-Assistant Principal	\$85,027.00	1.00	7	13	\$0.00	\$0.00	\$8,951.06	\$212.56
Groves, Grace	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
GROVES, HEATHER	200-Teacher	\$60,375.00	1.00	0	10	\$0.00	\$0.00	\$6,355.95	\$25.20
GRUBBS, JONI M	200-Teacher	\$68,250.00	1.00	0	10	\$0.00	\$0.00	\$7,185.10	\$25.20
GRUEN, HANNAH K	200-Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$25.20
GRUEN, PAULA K	200-Teacher	\$72,000.00	1.00	0	10	\$0.00	\$0.00	\$7,579.78	\$25.20
GUNTLE, ASHLEY N	250-Special Education Teacher	\$57,750.00	1.00	0	10	\$0.00	\$0.00	\$6,079.59	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
HACKMAN, JILL	250-Special Education Teacher	\$79,750.00	1.00	0	10	\$0.00	\$0.00	\$8,395.66	\$25.20
HALE, KEVIN R	200-Teacher	\$80,692.40	1.00	0	10	\$0.00	\$0.00	\$8,494.77	\$18.90
HALE, KYLIE M	200-Teacher	\$51,625.00	1.00	0	10	\$0.00	\$0.00	\$5,435.02	\$25.20
HALL, BILLIE J	200-Teacher	\$65,000.00	1.00	0	10	\$0.00	\$0.00	\$6,842.68	\$25.20
HARDING, DAVID	200-Teacher	\$58,000.00	1.00	0	10	\$0.00	\$0.00	\$6,106.09	\$25.20
HARDING, ELIZABETH	200-Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$25.20
HARGROVE, ERIN	200-Teacher	\$70,560.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
HARMAN, REBECCA	200-Teacher	\$70,550.00	1.00	0	10	\$0.00	\$0.00	\$7,426.91	\$25.20
HARPER, DEBRA A	200-Teacher	\$87,712.40	1.00	0	10	\$0.00	\$0.00	\$9,234.07	\$25.20
HARTZMARK, JONATHAN L	200-Teacher	\$58,000.00	1.00	0	10	\$0.00	\$0.00	\$6,106.09	\$25.20
Hasnain, Wissam	200-Teacher	\$50,000.00	1.00	0	10	\$0.00	\$0.00	\$5,263.70	\$25.20
HAUSLER, BARBARA K	250-Special Education Teacher	\$58,625.00	1.00	0	10	\$0.00	\$0.00	\$6,171.62	\$25.20
HAWK, MATTHEW	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
HAWKSHAW, SHELBY E	200-Teacher	\$51,625.00	1.00	0	10	\$0.00	\$0.00	\$5,435.02	\$25.20
HAY, MARIANNE	200-Teacher	\$61,866.16	1.00	0	10	\$0.00	\$0.00	\$6,513.04	\$25.20
HAYES, HANNAH M	200-Teacher	\$50,516.67	1.00	0	10	\$0.00	\$0.00	\$5,318.15	\$25.20
HAYES, JUSTIN E	250-Special Education Teacher	\$43,137.50	0.85	0	10	\$0.00	\$0.00	\$4,541.33	\$18.90
HAYS, TALITHA N	104-Assistant Principal	\$86,198.00	1.00	7	13	\$0.00	\$0.00	\$9,074.54	\$215.08
HELM, PAMELA	104-Assistant Principal	\$87,093.00	1.00	7	13	\$0.00	\$0.00	\$9,168.70	\$272.74
HENDRICKS, CRYSTAL	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.05
HENTZ, DENITA L	200-Teacher	\$78,000.00	1.00	0	10	\$0.00	\$0.00	\$8,211.35	\$21.00
HERBORD, ELIZABETH	250-Special Education Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
HILL, KATIE L	200-Teacher	\$62,125.00	1.00	0	10	\$0.00	\$0.00	\$6,540.30	\$25.20
HOLMBERG, MICHAEL K	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.10	\$25.20
HOPKINS, JENNIFER	200-Teacher	\$24,005.00	0.64	0	10	\$0.00	\$0.00	\$0.00	\$0.00
HORATH, KATHLEEN R	152-Special Education Director	\$172,536.00	1.00	30	15	\$0.00	\$0.00	\$18,163.86	\$428.00
HORCHEM, SARA	200-Teacher	\$62,000.00	1.00	0	10	\$0.00	\$0.00	\$6,527.04	\$18.90
HORN, JAMES M	200-Teacher	\$62,125.00	1.00	0	10	\$0.00	\$0.00	\$6,540.30	\$25.20
HOUCHINS, MICHELLE L	200-Teacher	\$62,125.00	1.00	0	10	\$0.00	\$0.00	\$6,540.30	\$25.20
HUEY, MICHAEL G	200-Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.33	\$25.20
HUFF, BRITTANY R	200-Teacher	\$53,000.00	1.00	0	10	\$0.00	\$0.00	\$5,579.60	\$25.20
HUNT GLENN, JUDITH A	200-Teacher	\$48,000.00	1.00	0	10	\$0.00	\$0.00	\$5,053.37	\$25.20
HUTTON, JENNIFER M	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
INGRAM, CORDELL M	103-Principal	\$168,101.00	1.00	24	15	\$0.00	\$0.00	\$17,696.84	\$419.20
ISON, CURTIS J	200-Teacher	\$49,875.00	1.00	0	10	\$0.00	\$0.00	\$5,250.70	\$24.01
Ivy, Shanel	200-Teacher	\$40,964.58	0.88	0	10	\$0.00	\$0.00	\$4,312.55	\$22.53
JACKSON, DELIA S	200-Teacher	\$51,000.00	1.00	0	10	\$0.00	\$0.00	\$5,368.99	\$25.20
Jackson, Walter	200-Teacher	\$46,068.74	1.00	0	10	\$0.00	\$0.00	\$4,849.72	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
JAMES, TRESSA	200-Teacher	\$77,450.00	1.00	0	10	\$0.00	\$0.00	\$8,153.58	\$25.20
JANUS, JESSICA	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
JANVRIN, SYDNEY	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,765.66	\$18.66
JELKS, BRANDON D	104-Assistant Principal	\$83,275.00	1.00	7	13	\$0.00	\$0.00	\$8,766.69	\$207.96
JELKS, TIFFANEE A	200-Teacher	\$47,000.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
JESSE, AUSTIN D	104-Assistant Principal	\$96,437.00	1.00	22	15	\$0.00	\$0.00	\$10,152.47	\$240.28
JOHNSON, COLLEEN	250-Special Education Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$24.58
JOHNSON, LESLIE A	200-Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$25.20
Johnston, Mollie	200-Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$25.20
JONES, ANDREW C	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$23.59
JONES, ANDREW T	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
JONES, ANGELA L	104-Assistant Principal	\$106,274.00	1.00	22	15	\$0.00	\$0.00	\$11,187.85	\$265.08
JONES, CORY F	601-Resource Teacher Arts(Visual Art, Music, Drama, and Theatre)	\$67,500.00	1.00	0	10	\$0.00	\$0.00	\$7,053.29	\$0.00
JONES, SARAH H	200-Teacher	\$60,200.00	1.00	0	10	\$0.00	\$0.00	\$6,337.52	\$25.20
JONES, STEPHEN E	200-Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$23.34
JOSTES, KATHRYN	250-Special Education Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
JOYNER, TEMETHIA T	200-Teacher	\$65,000.00	1.00	0	10	\$0.00	\$0.00	\$6,842.68	\$25.20
JUMP, AMBER V	200-Teacher	\$20,504.17	0.41	0	10	\$0.00	\$0.00	\$2,158.60	\$6.30
Kane, McKenzie	200-Teacher	\$20,727.76	0.49	0	10	\$0.00	\$0.00	\$2,182.11	\$8.40
KARAKACHOS, ELIZABETH G	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
KEATHLEY, JOSLYN R	200-Teacher	\$54,099.31	1.00	0	10	\$0.00	\$0.00	\$5,695.30	\$25.20
KEEL, SARAH L	200-Teacher	\$73,000.00	1.00	0	10	\$0.00	\$0.00	\$7,685.09	\$25.20
KEIZER, CAROLYNN J	200-Teacher	\$62,125.00	1.00	0	10	\$0.00	\$0.00	\$6,515.98	\$25.01
KELLEY, EMILY J	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
KELLY, DENISE L	250-Special Education Teacher	\$90,100.00	1.00	0	10	\$0.00	\$0.00	\$9,485.31	\$25.20
KENNEDY, C ROXANN	200-Teacher	\$57,750.00	1.00	0	10	\$0.00	\$0.00	\$6,079.59	\$25.20
KILBY, NORA E	207-Speech Language Pathology Teacher	\$91,250.00	1.00	0	10	\$0.00	\$0.00	\$9,606.46	\$25.20
KING, ANTIONE	104-Assistant Principal	\$12,536.84	0.13	22	15	\$0.00	\$0.00	\$1,319.80	\$0.00
KING, JEREMY D	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$25.20
KING, MARISSA L	250-Special Education Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.05	\$25.20
KINKAID, ISABEL	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
KIRBY, AUTUMN L	200-Teacher	\$51,625.00	1.00	0	10	\$0.00	\$0.00	\$5,435.02	\$25.20
KIRKLAND, LIBBY M	200-Teacher	\$69,400.00	1.00	0	10	\$0.00	\$0.00	\$7,306.00	\$25.20
KNOX, ASHLEY	250-Special Education Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$25.20
KNUPPEL, SARAH E	103-Principal	\$117,444.00	1.00	7	15	\$0.00	\$0.00	\$12,363.80	\$292.36
KOERWITZ, CHRISTOPHER R	153-Special Education Supervisor	\$91,973.00	1.00	5	13	\$0.00	\$0.00	\$9,682.41	\$228.92
KOETJE, RICK A	200-Teacher	\$66,000.00	1.00	0	120	\$0.00	\$0.00	\$6,948.24	\$25.20
KOSIEC-MELTON, JENNY L	104-Assistant Principal	\$87,496.00	1.00	29	28	\$0.00	\$0.00	\$9,211.03	\$215.29

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
KRAMER, DESTINEY A	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
KROUSE, JOSEPH	200-Teacher	\$62,125.00	1.00	0	10	\$0.00	\$0.00	\$6,540.30	\$24.01
KRUEGER, HANNAH R	250-Special Education Teacher	\$61,000.00	1.00	0	10	\$0.00	\$0.00	\$6,421.75	\$25.20
KRUSE, LORI	250-Special Education Teacher	\$87,542.56	1.00	0	10	\$0.00	\$0.00	\$9,215.86	\$18.90
KUNZEMAN, AMANDA S	200-Teacher	\$57,000.00	1.00	0	10	\$0.00	\$0.00	\$6,000.54	\$25.20
KUXMANN, BENJAMIN M	200-Teacher	\$47,184.37	1.00	0	10	\$0.00	\$0.00	\$4,967.15	\$25.20
KWASNY, DEBORAH J	200-Teacher	\$87,712.40	1.00	0	10	\$0.00	\$0.00	\$9,234.07	\$25.20
LAMB, JARED M	103-Principal	\$116,569.00	1.00	31	30	\$0.00	\$0.00	\$12,271.93	\$289.27
LANDACRE, LISA	200-Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.20
LANG, ELIZABETH E	151-Assistant Special Education Director	\$125,913.00	1.00	22	15	\$0.00	\$0.00	\$13,255.57	\$314.16
LANKER, MERRY K	200-Teacher	\$66,354.17	1.00	0	10	\$0.00	\$0.00	\$6,985.51	\$25.20
LAURITZEN, JASON	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$24.95
LAWARY, JAYA J	104-Assistant Principal	\$97,232.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
LEAHY, IRIS A	200-Teacher	\$25,913.44	0.66	0	10	\$0.00	\$0.00	\$2,728.04	\$14.70
LEMANCZYK, LYND SAY N	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
LEWIS, CINDY	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
LINDSEY, CURTISS	103-Principal	\$132,029.00	1.00	22	15	\$0.00	\$0.00	\$13,899.33	\$330.16
LINDSEY, TODD A	200-Teacher	\$49,875.00	1.00	0	10	\$0.00	\$0.00	\$5,250.70	\$24.96
LIPA, JOSHUA	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$21.12
LOFLAND, ASHLEY	200-Teacher	\$71,700.00	1.00	0	10	\$0.00	\$0.00	\$7,548.32	\$25.20
LONG, NICOLE R	104-Assistant Principal	\$91,087.00	1.00	7	13	\$0.00	\$0.00	\$9,589.12	\$244.61
LONG, STACEY M	200-Teacher	\$59,000.00	1.00	0	10	\$0.00	\$0.00	\$6,211.14	\$25.20
LOPEZ, MARIA	153-Special Education Supervisor	\$93,358.00	1.00	0	13	\$0.00	\$0.00	\$9,828.27	\$232.72
LOPEZ, SHARON	200-Teacher	\$82,957.13	1.00	0	10	\$0.00	\$0.00	\$8,733.22	\$25.20
LOWE, CHRISTINE	200-Teacher	\$55,766.67	1.00	0	10	\$0.00	\$0.00	\$5,870.92	\$25.20
LOZANO, BOBBIE JO	250-Special Education Teacher	\$67,375.00	1.00	0	10	\$0.00	\$0.00	\$7,093.05	\$25.20
LUERAS, TARA R	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
LYBARGER, HANNAH R	200-Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.33	\$27.30
LYBARGER, RONALD	200-Teacher	\$68,000.00	1.00	0	10	\$0.00	\$0.00	\$7,158.60	\$27.30
MABRY, CAMERON K	611-Resource Teacher Other	\$45,900.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
MACKEY, SUELLEN H	200-Teacher	\$89,566.93	1.00	0	10	\$0.00	\$0.00	\$9,429.13	\$25.20
MAGGIO, AILEEN M	153-Special Education Supervisor	\$87,941.00	1.00	7	13	\$0.00	\$0.00	\$9,258.07	\$218.84
MAJOR, ASHLEY	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
MAJOR, LORRAINE C	200-Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.20
MANDRELL, AMANDA A	200-Teacher	\$49,875.00	1.00	0	10	\$0.00	\$0.00	\$5,250.70	\$25.20
MANN, ANGELA F	250-Special Education Teacher	\$63,875.00	1.00	0	10	\$0.00	\$0.00	\$6,724.38	\$25.20
MANN, CASSANDRA N	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.49	\$25.20
MANNLEIN, OLIVIA M	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MAPLE, ANDREA M	153-Special Education Supervisor	\$85,351.00	1.00	3	13	\$0.00	\$0.00	\$8,985.34	\$212.56
MAPLE, JACOB	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
MARINO, JOHN J	101-Assistant/Associate District Superintendent	\$188,100.00	1.00	22	15	\$0.00	\$0.00	\$19,802.16	\$468.76
MARINO, LAURA L	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20
MARSCHNER, DONOVAN D	200-Teacher	\$55,066.70	1.00	0	10	\$0.00	\$0.00	\$5,797.23	\$25.20
MARTIN, DAVID	200-Teacher	\$46,310.59	1.00	0	10	\$0.00	\$0.00	\$4,875.25	\$24.89
MARTIN, STEPHANI L	200-Teacher	\$60,375.00	1.00	0	10	\$0.00	\$0.00	\$6,355.95	\$25.20
MASSEY, BECCA	250-Special Education Teacher	\$83,200.00	1.00	0	10	\$0.00	\$0.00	\$8,758.88	\$25.20
MASSEY, BRITTANY	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
MASSEY, STEPHEN W	200-Teacher	\$46,052.95	1.00	0	10	\$0.00	\$0.00	\$4,848.13	\$25.20
MCCANN, BETH A	200-Teacher	\$69,000.00	1.00	0	10	\$0.00	\$0.00	\$7,263.87	\$25.20
MCCANN, RYAN G	200-Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$25.20
MCCOY, DEVIN A	250-Special Education Teacher	\$18,648.44	0.41	0	10	\$0.00	\$0.00	\$1,963.22	\$6.30
MCCRAY, KATE E	200-Teacher	\$46,246.18	1.00	0	10	\$0.00	\$0.00	\$4,868.47	\$25.20
MCDANIEL, MADELINE L	250-Special Education Teacher	\$54,000.00	1.00	0	10	\$0.00	\$0.00	\$5,684.91	\$25.20
MCFADIN, KAREN A	200-Teacher	\$55,965.72	1.00	0	10	\$0.00	\$0.00	\$5,891.85	\$24.14
MCKENZIE, GLENNA	200-Teacher	\$68,250.00	1.00	0	10	\$0.00	\$0.00	\$7,185.10	\$25.20
MEADOR, KAMRA J	103-Principal	\$115,794.00	1.00	7	15	\$0.00	\$0.00	\$12,190.27	\$288.56
MEIER, JESSICA H	200-Teacher	\$57,000.00	1.00	0	10	\$0.00	\$0.00	\$6,000.54	\$25.20
Meinders, Tessa	200-Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$25.20
MEIS, STEPHANIE	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
MENNA, CHRISTINA	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
MEYER, JENNIFER	200-Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.36	\$24.37
MICHENER, KANDICE J	250-Special Education Teacher	\$55,291.12	1.00	0	10	\$0.00	\$0.00	\$5,820.62	\$25.20
MILLER, KIMBERLY A	200-Teacher	\$79,750.00	1.00	0	10	\$0.00	\$0.00	\$8,395.66	\$25.20
MILLER, TAYLOR A	200-Teacher	\$52,705.58	1.00	0	10	\$0.00	\$0.00	\$5,532.81	\$24.21
MILLER, THOMAS P	200-Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$25.20
MILLS, SAMUEL J	127-Head of Gen Ed (Department chair no admin endorsement held)	\$66,000.00	1.00	0	10	\$0.00	\$0.00	\$6,948.24	\$25.20
MOMA, LAURA	250-Special Education Teacher	\$54,362.92	1.00	0	10	\$0.00	\$0.00	\$5,723.07	\$24.85
MONROE, ANGELA	200-Teacher	\$64,000.00	1.00	0	10	\$0.00	\$0.00	\$6,737.63	\$25.20
MOORE, JEREMY	200-Teacher	\$69,825.69	1.00	0	10	\$0.00	\$0.00	\$7,338.78	\$25.11
MOORE, KAREN R	200-Teacher	\$63,875.00	1.00	0	10	\$0.00	\$0.00	\$6,724.39	\$18.90
MOORE, KATHERINE S	200-Teacher	\$75,183.08	1.00	0	10	\$0.00	\$0.00	\$7,914.78	\$25.20
MORAN, BRITTNEY	250-Special Education Teacher	\$57,000.00	1.00	0	10	\$0.00	\$0.00	\$6,000.54	\$25.20
MORGAN, BRITTANY D	250-Special Education Teacher	\$44,100.00	1.00	0	10	\$0.00	\$0.00	\$4,642.46	\$23.10
MORRIS, ALICIA R	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
MORRISON, EMMA C	200-Teacher	\$51,625.00	1.00	0	10	\$0.00	\$0.00	\$5,435.02	\$25.20
MORROW, JENNIFER E	200-Teacher	\$59,000.00	1.00	0	10	\$0.00	\$0.00	\$6,211.14	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MOWER, JULIE E	200-Teacher	\$64,000.00	1.00	0	10	\$0.00	\$0.00	\$6,737.62	\$25.20
MULLINIX, KRISTI	103-Principal	\$112,449.00	1.00	7	15	\$0.00	\$0.00	\$11,838.07	\$278.52
MURPHY, ZACHARY	104-Assistant Principal	\$83,900.00	1.00	7	13	\$0.00	\$0.00	\$8,832.65	\$226.72
MUSICK, DESTINY L	200-Teacher	\$47,790.80	1.00	0	10	\$0.00	\$0.00	\$5,031.18	\$25.20
NEELEY, TISHA A	200-Teacher	\$78,600.00	1.00	0	10	\$0.00	\$0.00	\$8,274.72	\$25.20
NELSON, SATARA	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.05	\$18.90
NEWBON, ERIC L	126-Dean of Students Teacher no admin endorsement)	\$80,105.00	1.00	2	13	\$0.00	\$0.00	\$8,433.08	\$200.40
NISBET, DOROTHY ANN	250-Special Education Teacher	\$80,900.00	1.00	0	10	\$0.00	\$0.00	\$8,516.56	\$25.20
NIXON, MICHELLE D	250-Special Education Teacher	\$67,100.00	1.00	0	10	\$0.00	\$0.00	\$7,063.93	\$25.20
NOEL, MEGAN L	200-Teacher	\$61,000.00	1.00	0	10	\$0.00	\$0.00	\$6,421.75	\$25.20
NOZAKI, ABIGAIL	200-Teacher	\$47,200.08	1.00	0	10	\$0.00	\$0.00	\$4,969.15	\$25.16
OBRIEN, ROBERT D	200-Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.20
ODLE, COURTNEY L	200-Teacher	\$54,000.00	1.00	0	10	\$0.00	\$0.00	\$5,684.91	\$25.20
OLSON, THAD E	200-Teacher	\$64,750.00	1.00	0	10	\$0.00	\$0.00	\$6,816.43	\$25.20
ORR, DIANE T	200-Teacher	\$68,250.00	1.00	0	10	\$0.00	\$0.00	\$7,185.08	\$25.20
OUTZEN, EMILY	200-Teacher	\$22,929.86	0.49	0	10	\$0.00	\$0.00	\$2,413.91	\$10.50
OWENS, LARRY E	611-Resource Teacher Other	\$13,515.00	0.29	0	0	\$0.00	\$0.00	\$0.00	\$0.00
PACQUER, EDWARD	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
PALMER, BRETT W	200-Teacher	\$53,000.00	1.00	0	10	\$0.00	\$0.00	\$5,579.60	\$25.20
PALS, ADDISON	250-Special Education Teacher	\$14,704.86	0.31	0	10	\$0.00	\$0.00	\$1,548.06	\$4.20
PARK, SHEREE	200-Teacher	\$75,150.00	1.00	0	10	\$0.00	\$0.00	\$7,911.29	\$25.20
PARKS, APRIL M	250-Special Education Teacher	\$78,600.00	1.00	0	10	\$0.00	\$0.00	\$8,274.75	\$25.20
PARKS, BRADY	200-Teacher	\$44,741.67	0.98	0	10	\$0.00	\$0.00	\$4,710.17	\$25.20
PARRISH, JACKSON L	611-Resource Teacher Other	\$53,000.00	1.00	0	10	\$0.00	\$0.00	\$5,579.59	\$23.10
PATRICK, CRISTY	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
PATTERSON, STACIE J	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20
PAUNA, ANGELICA C	250-Special Education Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$24.48
PECKERT, HOLLIE R	200-Teacher	\$62,125.00	1.00	0	10	\$0.00	\$0.00	\$6,540.30	\$25.20
PEEK, MATTHEW	200-Teacher	\$51,000.00	1.00	0	10	\$0.00	\$0.00	\$5,369.00	\$25.20
PEEPLES, DESTINEE	250-Special Education Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$24.20
Pender, Leteah M	104-Assistant Principal	\$85,169.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
PERALES, HEIDY	203-English as a Second Language Teacher	\$47,723.96	1.00	0	10	\$0.00	\$0.00	\$5,024.14	\$21.00
PERRERO, WESTIN	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
PETERS, DANIEL J	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.72	\$25.20
PETITT, KRYSTINA ANN MEYER	200-Teacher	\$69,400.00	1.00	0	10	\$0.00	\$0.00	\$7,306.00	\$25.20
PETRIE, ASHLEY S	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$25.20
PETRO, APRIL	250-Special Education Teacher	\$57,607.81	1.00	0	10	\$0.00	\$0.00	\$6,064.63	\$25.20
PHILLIPS, BENNY M	200-Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.33	\$25.20

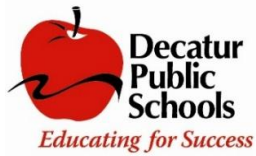
Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
PICKENS, TYRA D	200-Teacher	\$44,046.53	1.00	0	10	\$0.00	\$0.00	\$4,636.99	\$24.53
PITT, TARA B	250-Special Education Teacher	\$58,000.00	1.00	0	10	\$0.00	\$0.00	\$6,106.09	\$25.20
PITTS, WILLIAM K	104-Assistant Principal	\$93,850.00	1.00	7	13	\$0.00	\$0.00	\$9,880.19	\$251.37
POMORIN, ALEXANDRIA M	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
PORTIS, KRISTIN E	200-Teacher	\$63,644.44	1.00	0	10	\$0.00	\$0.00	\$6,700.19	\$25.20
PORTZ, GRACE	200-Teacher	\$25,997.22	0.51	0	10	\$0.00	\$0.00	\$2,736.84	\$14.70
Power, Jennifer	200-Teacher	\$51,000.00	1.00	0	10	\$0.00	\$0.00	\$5,368.99	\$25.20
PRASUN, MELISSA R	200-Teacher	\$60,375.00	1.00	0	10	\$0.00	\$0.00	\$6,355.95	\$25.20
PRITTS, SARAH E	200-Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$24.52
QUEARY, KAELEE M	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
RALEIGH, EMMA	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
RAMOS, NORMA	202-Bilingual Education Teacher	\$52,500.00	1.00	0	10	\$0.00	\$0.00	\$5,526.83	\$25.20
RAY, BRANDY	200-Teacher	\$50,000.00	1.00	0	10	\$0.00	\$0.00	\$5,263.70	\$21.94
RAY, SHANNEN L	250-Special Education Teacher	\$87,712.49	1.00	0	10	\$0.00	\$0.00	\$9,234.07	\$25.20
REED, JAMIE	250-Special Education Teacher	\$68,000.00	1.00	0	10	\$0.00	\$0.00	\$7,158.60	\$25.20
REEVE, AMANDA L	200-Teacher	\$55,000.00	1.00	0	10	\$0.00	\$0.00	\$5,789.96	\$25.20
RENFRO, KALEB W	200-Teacher	\$58,000.00	1.00	0	10	\$0.00	\$0.00	\$6,106.09	\$25.20
RENFRO, SHARON M	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
REYNA, SERGIO A	103-Principal	\$110,629.00	1.00	7	15	\$0.00	\$0.00	\$11,646.51	\$275.96
RIDLEY, ASHLEY B	200-Teacher	\$60,375.00	1.00	0	10	\$0.00	\$0.00	\$6,355.95	\$25.20
RIGSBY, KELSEY J	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
RINKEL-JENKINS, CHRISTA E	200-Teacher	\$56,875.00	1.00	0	10	\$0.00	\$0.00	\$5,987.54	\$25.20
RIVERS, CATHY J	200-Teacher	\$45,900.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
ROBBINS, SAMANTHA	250-Special Education Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
ROBERSON, JENNIFER N	200-Teacher	\$54,847.21	1.00	0	10	\$0.00	\$0.00	\$5,773.88	\$25.20
ROBERTS, RACHEL E	200-Teacher	\$47,184.37	1.00	0	10	\$0.00	\$0.00	\$4,967.15	\$25.20
ROBERTS, TAMI R	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.49	\$25.20
ROBINSON, ALEXANDRA	200-Teacher	\$57,000.00	1.00	0	10	\$0.00	\$0.00	\$6,000.54	\$25.20
ROBINSON, ASHLEY R	200-Teacher	\$56,875.00	1.00	0	10	\$0.00	\$0.00	\$5,987.54	\$25.20
Robinson, Dennis	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
ROBINSON, EDWIN M	107-General Administrator or General Supervisor	\$136,953.00	1.00	22	15	\$0.00	\$0.00	\$12,049.13	\$338.12
ROBINSON, KAYLA	200-Teacher	\$19,736.11	0.41	0	10	\$0.00	\$0.00	\$2,077.69	\$8.40
RODGERS, KATHRYN R	104-Assistant Principal	\$84,920.00	1.00	7	13	\$0.00	\$0.00	\$8,940.05	\$227.35
RODRIGUEZ, MISTIE S	103-Principal	\$159,535.00	1.00	22	15	\$0.00	\$0.00	\$12,049.13	\$397.76
RORA, CRYSTAL A	200-Teacher	\$55,000.00	1.00	0	10	\$0.00	\$0.00	\$5,789.96	\$25.20
ROSE, DAWN MARIE	200-Teacher	\$52,920.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
ROSS, HEATHER M	200-Teacher	\$55,125.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
SAGER, CARRIE	200-Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.33	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
Sanders, Owedia J	200-Teacher	\$51,000.00	1.00	0	10	\$0.00	\$0.00	\$5,368.99	\$16.44
Sangster, Marshaya	200-Teacher	\$48,300.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
SAWYER, HANNAH J	200-Teacher	\$51,000.00	1.00	0	10	\$0.00	\$0.00	\$5,368.99	\$25.20
SAYERS, MARK A	200-Teacher	\$6,352.50	0.12	0	10	\$0.00	\$0.00	\$668.77	\$0.00
SCARLETT, BARBARA E	200-Teacher	\$77,579.43	1.00	0	10	\$0.00	\$0.00	\$8,167.06	\$18.90
SCHEIBLY, LORI M	250-Special Education Teacher	\$71,862.26	1.00	0	10	\$0.00	\$0.00	\$7,565.34	\$25.20
SCHLOZ, MARY ANN	107-General Administrator or General Supervisor	\$28,978.30	0.25	24	15	\$0.00	\$0.00	\$3,050.67	\$47.88
SCHRADER, SARAH E	153-Special Education Supervisor	\$100,096.00	1.00	3	13	\$0.00	\$0.00	\$10,537.53	\$248.68
SCHULTZ, ERIC S	200-Teacher	\$67,375.00	1.00	0	10	\$0.00	\$0.00	\$7,093.01	\$25.20
SCHULZ, MELISSA L	200-Teacher	\$65,625.00	1.00	0	10	\$0.00	\$0.00	\$6,908.72	\$25.20
SCHWARTZLE, DANYEL	250-Special Education Teacher	\$67,100.00	1.00	0	10	\$0.00	\$0.00	\$7,063.94	\$25.12
SCOTT, HEATHER M	250-Special Education Teacher	\$68,616.66	1.00	0	10	\$0.00	\$0.00	\$7,223.52	\$25.20
Sears, Stephen P	200-Teacher	\$16,114.58	0.28	0	10	\$0.00	\$0.00	\$1,696.47	\$4.20
SEIDER, AMANDA L	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.49	\$27.30
SETTLES, COURTNEY A	104-Assistant Principal	\$89,068.00	1.00	7	13	\$0.00	\$0.00	\$9,376.64	\$222.64
SHAFFER, ALEXANDER	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
Sheridan, Kara	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
SHIMIZU, LORI E	200-Teacher	\$59,500.00	1.00	0	10	\$0.00	\$0.00	\$6,263.93	\$25.20
SHUGART, CHRISTOPHER	200-Teacher	\$57,750.00	1.00	0	10	\$0.00	\$0.00	\$6,079.59	\$24.12
SHUGART, ZACHARY T	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20
SINCLAIR, LEIGH ANNE	250-Special Education Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20
SMITH, ASHLEE	250-Special Education Teacher	\$71,700.00	1.00	0	10	\$0.00	\$0.00	\$7,548.32	\$25.20
SMITH, KIMBERLY A	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.49	\$25.20
SMITH, KRISTINA J	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
Smith, Valerie	200-Teacher	\$48,300.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
SMOTHERS, MICHAEL L	250-Special Education Teacher	\$65,625.00	1.00	0	10	\$0.00	\$0.00	\$6,908.72	\$25.20
SNEAD, REBECCA	250-Special Education Teacher	\$59,000.00	1.00	0	10	\$0.00	\$0.00	\$6,211.14	\$25.20
SNYDER, SUSAN	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.22	\$18.90
SONDER, DEBORAH A R	200-Teacher	\$63,650.00	1.00	0	10	\$0.00	\$0.00	\$6,700.72	\$25.20
SONDER, MATTHEW D	200-Teacher	\$51,625.00	1.00	0	10	\$0.00	\$0.00	\$5,434.98	\$25.20
SOUTH, JASMINE	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
SPATES, WILLIAM D	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
SPENCER, TASIA L	103-Principal	\$110,718.00	1.00	7	15	\$0.00	\$0.00	\$11,655.80	\$275.96
STAPLES, JARED	200-Teacher	\$58,960.42	1.00	0	10	\$0.00	\$0.00	\$6,207.13	\$25.20
STARK, MADISON L	200-Teacher	\$49,875.00	1.00	0	10	\$0.00	\$0.00	\$5,250.67	\$18.90
STARK, SAMANTHA	200-Teacher	\$52,500.00	1.00	0	10	\$0.00	\$0.00	\$5,526.83	\$25.20
STARK, YOCELYNG P	207-Speech Language Pathology Teacher	\$52,150.00	1.00	0	10	\$0.00	\$0.00	\$5,489.93	\$25.20
STOCK, JANICE E	153-Special Education Supervisor	\$90,609.00	1.00	5	13	\$0.00	\$0.00	\$9,538.88	\$225.96

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
STONEBURG, TAMARA ANN	250-Special Education Teacher	\$68,000.00	1.00	0	10	\$0.00	\$0.00	\$7,158.60	\$25.20
STRANG, STEPHANIE	104-Assistant Principal	\$107,857.00	1.00	7	13	\$0.00	\$0.00	\$11,354.71	\$267.12
STRIGLOS, DEMETRA V	200-Teacher	\$33,872.22	0.74	0	8	\$0.00	\$0.00	\$3,565.82	\$18.90
STUBBLEFIELD, LINDA K	200-Teacher	\$70,875.00	1.00	0	10	\$0.00	\$0.00	\$7,461.22	\$25.20
STUTZ, JENNIFER G	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
SWEENEY, JOBETH	200-Teacher	\$56,875.00	1.00	0	10	\$0.00	\$0.00	\$5,987.54	\$25.20
TALLENT, NATHANIEL J	103-Principal	\$107,457.00	1.00	7	15	\$0.00	\$0.00	\$11,312.38	\$267.60
TAYLOR, CLAIRE E	601-Resource Teacher Arts(Visual Art, Music, Drama, and Theatre)	\$42,933.33	1.00	0	10	\$0.00	\$0.00	\$4,519.68	\$23.10
TAYLOR, HEATHER	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
TAYLOR, KIMBERLY K	200-Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$25.20
TAYLOR, ZACHARY E	200-Teacher	\$13,010.75	0.34	0	4	\$0.00	\$0.00	\$1,369.69	\$12.60
THAXTON, AMY	250-Special Education Teacher	\$73,000.00	1.00	0	10	\$0.00	\$0.00	\$7,685.08	\$25.20
THEIS, JENNIFER L	200-Teacher	\$56,000.00	1.00	0	10	\$0.00	\$0.00	\$5,895.47	\$23.10
THEMER, RACHEL C	200-Teacher	\$45,580.22	1.00	0	10	\$0.00	\$0.00	\$4,798.41	\$25.20
THOMAS, ANGELA J	200-Teacher	\$72,000.00	1.00	0	10	\$0.00	\$0.00	\$7,579.78	\$25.20
THOMAS-MILLBURG, KELLY D	200-Teacher	\$75,150.00	1.00	0	10	\$0.00	\$0.00	\$7,911.29	\$25.20
THOMPSON, JOANN R	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$25.20
THOMPSON, MARISSA	250-Special Education Teacher	\$50,516.67	1.00	0	10	\$0.00	\$0.00	\$5,318.13	\$18.90
THOMPSON, STEVEN	104-Assistant Principal	\$61,428.35	0.27	26	20	\$0.00	\$0.00	\$6,466.84	\$117.39
THOMPSON, STEVEN	200-Teacher	\$38,652.22	0.24	26	20	\$0.00	\$0.00	\$4,069.06	\$8.56
THORNTON, JOSHUA K	200-Teacher	\$68,250.00	1.00	0	10	\$0.00	\$0.00	\$7,185.10	\$25.20
TODD, SHAWN W	200-Teacher	\$70,000.00	1.00	0	10	\$0.00	\$0.00	\$7,369.18	\$25.20
TOLBERT, KARA	200-Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$24.99
TOMASKOVIC, FRANCIS J	200-Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$25.20
TOZER, THERESSA D	200-Teacher	\$80,900.00	1.00	0	10	\$0.00	\$0.00	\$8,516.56	\$25.20
Triplett, Olivia	200-Teacher	\$46,375.00	1.00	0	10	\$0.00	\$0.00	\$4,882.03	\$25.20
TRUONG, BENJAMIN	200-Teacher	\$51,625.00	1.00	0	10	\$0.00	\$0.00	\$5,434.98	\$21.00
TUCKER, CHASE R	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
TUCKER, JEFFREY	200-Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$21.00
TUCKER, KARISSA K	104-Assistant Principal	\$85,802.00	1.00	7	13	\$0.00	\$0.00	\$9,032.73	\$213.80
TURNER, ELIZABETH	200-Teacher	\$71,033.33	1.00	0	10	\$0.00	\$0.00	\$7,477.92	\$25.20
TYLER, ASHLEY E	250-Special Education Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$25.20
VANDERBERG, BRANDY	200-Teacher	\$70,550.00	1.00	0	10	\$0.00	\$0.00	\$7,426.91	\$25.20
VANDERBERG, MICHELLE P	200-Teacher	\$74,218.36	1.00	0	10	\$0.00	\$0.00	\$7,813.35	\$25.20
VEITENGRUBER, COLLEEN M	200-Teacher	\$60,000.00	1.00	0	10	\$0.00	\$0.00	\$6,316.45	\$25.20
VICICH, JASON	200-Teacher	\$74,000.00	1.00	0	10	\$0.00	\$0.00	\$7,790.39	\$25.20
VIKEN, BRANDON	200-Teacher	\$48,125.00	1.00	0	10	\$0.00	\$0.00	\$5,066.37	\$25.20
VOCE, KATELYN L	200-Teacher	\$47,250.00	1.00	0	10	\$0.00	\$0.00	\$4,974.06	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
VON BEHREN, BENJAMIN J	250-Special Education Teacher	\$43,730.56	0.96	0	10	\$0.00	\$0.00	\$4,603.74	\$18.90
WAGERS, ANDREW W	200-Teacher	\$70,550.00	1.00	0	10	\$0.00	\$0.00	\$7,426.91	\$25.20
WAKELAND, ANDREA	200-Teacher	\$57,047.50	1.00	0	10	\$0.00	\$0.00	\$6,005.49	\$25.20
WALKER, CIARA R	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
WALTON, G EDWARD	200-Teacher	\$85,788.64	1.00	0	10	\$0.00	\$0.00	\$9,031.36	\$25.20
WARNER, KELLEN S	200-Teacher	\$50,750.00	1.00	0	10	\$0.00	\$0.00	\$5,342.74	\$25.20
WEAKLY, CARISSA	152-Special Education Director	\$82,838.00	1.00	5	13	\$0.00	\$0.00	\$8,720.91	\$206.24
WEIGEL, CHARLES E	200-Teacher	\$16,576.39	0.34	0	4	\$0.00	\$0.00	\$1,745.03	\$10.50
WELLS, VERNADENE	200-Teacher	\$77,365.78	1.00	0	10	\$0.00	\$0.00	\$8,144.75	\$25.20
WEST, BENJAMIN	104-Assistant Principal	\$85,802.00	1.00	7	13	\$0.00	\$0.00	\$9,032.73	\$213.80
WHERRY, LISA M	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
WHITACRE, STEPHANIE M	200-Teacher	\$56,875.00	1.00	0	10	\$0.00	\$0.00	\$5,987.54	\$25.20
WIGGINS, MARIA	103-Principal	\$107,372.00	1.00	12	15	\$0.00	\$0.00	\$11,303.48	\$273.14
WILCOXON, NICOLE	200-Teacher	\$49,875.00	1.00	0	10	\$0.00	\$0.00	\$5,250.70	\$22.74
WILEN, CHRISTINA A	200-Teacher	\$42,768.06	0.92	0	10	\$0.00	\$0.00	\$4,502.26	\$25.08
WILLETT, MARLO A	200-Teacher	\$85,500.00	1.00	0	10	\$0.00	\$0.00	\$9,000.95	\$25.20
WILLIAMS, BRITTANY L	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
WILLIAMS, CARL B	200-Teacher	\$54,250.00	1.00	0	10	\$0.00	\$0.00	\$5,711.16	\$25.20
WILLIAMS, ELIZABETH A	104-Assistant Principal	\$100,108.00	1.00	22	15	\$0.00	\$0.00	\$10,538.82	\$249.96
WILLIAMS, JUANITA M	200-Teacher	\$70,000.00	1.00	0	10	\$0.00	\$0.00	\$7,369.18	\$25.20
WILLIAMS, KAREAM A	200-Teacher	\$49,113.03	1.00	0	10	\$0.00	\$0.00	\$5,170.47	\$25.20
WILLIAMS, KIM VY H	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$27.30
WILSON, STACEY A	200-Teacher	\$62,737.51	1.00	0	10	\$0.00	\$0.00	\$6,604.69	\$25.20
WINEBARGER, LATOSHA	250-Special Education Teacher	\$50,000.00	1.00	0	10	\$0.00	\$0.00	\$5,263.70	\$0.00
WINECKE, PHILLIP	200-Teacher	\$63,000.00	1.00	0	10	\$0.00	\$0.00	\$6,632.32	\$18.90
WOLLIN, KENNETH	200-Teacher	\$30,090.00	0.66	0	10	\$0.00	\$0.00	\$0.00	\$0.00
WOOD, LACY	200-Teacher	\$53,375.00	1.00	0	10	\$0.00	\$0.00	\$5,618.88	\$25.20
WOOD, STEPHEN S	200-Teacher	\$56,145.83	0.86	0	10	\$0.00	\$0.00	\$5,910.78	\$21.00
WOODS, ERICA	250-Special Education Teacher	\$59,000.00	1.00	0	10	\$0.00	\$0.00	\$6,211.14	\$25.20
WOOLLEN, HANG	200-Teacher	\$70,000.00	1.00	0	10	\$0.00	\$0.00	\$7,369.18	\$25.20
WOOLSEY, LESLIE	200-Teacher	\$68,250.00	1.00	0	10	\$0.00	\$0.00	\$7,185.07	\$24.89
WREN, HANNAH	200-Teacher	\$43,730.56	0.96	0	10	\$0.00	\$0.00	\$4,603.74	\$18.90
Wright, Shae	200-Teacher	\$37,125.00	1.00	0	10	\$0.00	\$0.00	\$3,908.31	\$18.90
WRIGLEY, AMANDA N	250-Special Education Teacher	\$65,000.00	1.00	0	10	\$0.00	\$0.00	\$6,842.68	\$25.20
York, Susan B	200-Teacher	\$69,458.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$0.00
YOU, MYOUNG AH	200-Teacher	\$49,000.00	1.00	0	10	\$0.00	\$0.00	\$5,158.39	\$25.20
YOUNG, ARTHUR	250-Special Education Teacher	\$45,500.00	1.00	0	10	\$0.00	\$0.00	\$4,789.98	\$25.20
YOUNG, JENNIFER M	200-Teacher	\$55,125.00	1.00	0	10	\$0.00	\$0.00	\$5,803.20	\$25.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
YOUNG, MARGARET	250-Special Education Teacher	\$78,000.00	1.00	0	10	\$0.00	\$0.00	\$8,211.35	\$18.90
YOUNG, TONYAN L	200-Teacher	\$51,625.00	1.00	0	10	\$0.00	\$0.00	\$5,435.02	\$25.20
ZUEHLKE-DENOYER, ANN	200-Teacher	\$85,500.00	1.00	0	10	\$0.00	\$0.00	\$9,000.96	\$18.90
Totals									
Distinct Employee Count: 525		Distinct Positions Count: 527		Total Positions Count: 527		Vacation Days: 822		Sick Days: 5444	
Base Salary: \$32,785,990.46		Bonuses: \$0.00		Annuities: \$0.00		Retirement Enhancements: \$3,322,859.37		Other Benefits: \$35,164.86	



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: IMRF Compensation Report
Initiated By: Dr. Mike Curry, Chief Operational Officer	Attachments: IMRF Compensation Report
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

In accordance with Illinois Statute 5 ILCS 120/7.3, within six (6) business days after an employer approves a budget, the employer must post on its website information pertaining to benefits offered through the Illinois Municipal Retirement Fund (IMRF). Specifically, the employer must post the total compensation package for each employee having an aggregate package that exceeds \$75,000 per year.

CURRENT CONSIDERATIONS:

The attached IMRF Compensation Report represents information from FY 2024-25. The IMRF Compensation Report will be posted on the District's website beginning September 24, 2025.

FINANCIAL CONSIDERATIONS:

There are no financial considerations.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve this IMRF Compensation Report as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

Public Act 097-0609									
IMRF Compensation Report 2025									
Name	Position Description	Annual Salary	Employer Paid Health Insurance	Bonus	Vehicle Allowance	Clothing Allowance	Vacation Days Earned	Sick Days Earned	Total Compensation
ACKLEY, DYLAN A	EMSD/TECH SUPPORT LEVEL 3	\$75,912.00	\$24,830.82	\$0.00	\$0.00	\$0.00	21	15	\$100,742.82
ALLEN, CALEB C	FOREMAN - MAINTENANCE	\$85,684.00	\$9,423.58	\$0.00	\$0.00	\$0.00	11	15	\$95,107.58
ALLEN, JASON	MAINTENANCE WORKER- JOURNEYMAN ELECTRICIAN	\$76,420.80	\$26,276.86	\$0.00	\$0.00	\$423.98	80	120	\$103,121.64
ARGANBRIGHT, BRANDON	MAINTENANCE WORKER	\$76,232.88	\$26,276.86	\$0.00	\$0.00	\$420.61	80	120	\$102,930.35
ATWATER, RYAN	MAINTENANCE WORKER	\$77,318.64	\$26,276.86	\$0.00	\$0.00	\$425.00	120	120	\$104,020.50
BAITY, JAMES	MAINTENANCE WORKER	\$77,151.60	\$26,276.86	\$0.00	\$0.00	\$425.00	120	120	\$103,853.46
BANNER, ADAM	SAFETY & SECURITY SUPERVISOR	\$56,322.00	\$26,276.86	\$0.00	\$0.00	\$0.00	5	13	\$82,598.86
BARNES, SUSAN	TEACHER GRADE 1	\$76,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$76,000.00
BARNETT, P CHRIS	ELECTRONIC REPAIR	\$79,451.00	\$9,480.22	\$0.00	\$844.48	\$0.00	22	15	\$89,775.70
BENTON, CURTIS	MAINTENANCE WORKER	\$80,241.84	\$9,480.22	\$0.00	\$0.00	\$421.92	160	120	\$90,143.98
BLAIR, STEPHEN F	EMSD/TECH SUPPORT LEVEL 3	\$77,055.00	\$9,480.22	\$0.00	\$0.00	\$0.00	22	15	\$86,535.22
BOLT, FLOYD M	B & G SUPERVISOR 3	\$114,243.00	\$26,276.86	\$0.00	\$0.00	\$0.00	22	15	\$140,519.86
BONDS, NAREGIS	IT NETWORK MANAGER	\$90,829.00	\$14,833.68	\$0.00	\$0.00	\$0.00	21	15	\$105,662.68
BRADFORD, MELISSA R	EXECUTIVE SECRETARY TO SUPERINTENDENT	\$87,076.00	\$9,480.22	\$0.00	\$0.00	\$0.00	22	15	\$96,556.22
BREWER, JAMES L	MAINTENANCE WORKER	\$85,086.00	\$9,480.22	\$0.00	\$0.00	\$415.00	160	120	\$94,981.22
BRIGGS, NEOLA K	SECRETARY CLASSIFIED STAFF HUMAN RESOURCES	\$53,745.12	\$26,276.86	\$0.00	\$0.00	\$0.00	160	128	\$80,021.98
BROWN, ANGELA N	SECRETARY TO DIRECTOR OF BUILDING AND GROUNDS	\$63,579.60	\$16,395.12	\$0.00	\$0.00	\$0.00	160	128	\$79,974.72
BROWNLOW, RICHARD D	MAINTENANCE WORKER	\$72,950.64	\$9,480.22	\$0.00	\$0.00	\$417.43	40	120	\$82,848.29
BRYSON, CAMESHA R	PAYROLL SUPERVISOR	\$84,512.00	\$11,200.58	\$0.00	\$0.00	\$0.00	22	15	\$95,712.58
CAMPBELL, DAVID III	MAINTENANCE WORKER	\$81,056.16	\$11,751.50	\$0.00	\$0.00	\$419.00	160	120	\$93,226.66
CARVER, TAMMY L	TEACHER KINDERGARTEN	\$84,350.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$84,350.00
CHRISTY, KIMBERLY A	CUSTODIAN - 2ND SHIFT	\$59,424.48	\$16,395.12	\$0.00	\$0.00	\$289.06	160	120	\$76,108.66
CLINE, MICHELLE L	MPSED PSYCHOLOGIST	\$77,450.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$77,450.00
COLLIER, JACOB R	MAINTENANCE WORKER	\$78,237.36	\$9,480.22	\$0.00	\$0.00	\$424.61	160	120	\$88,142.19
COOK, TERRY F	MPSED SOCIAL WORKER	\$86,650.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$86,650.00
CRAFTON, BRIAN J	MAINTENANCE WORKER	\$76,587.84	\$26,276.86	\$0.00	\$0.00	\$425.00	80	120	\$103,289.70
DALTON, BRAD L	TEAMSTER FOREMAN	\$77,318.64	\$11,678.22	\$0.00	\$0.00	\$152.00	120	120	\$89,148.86
DETMERS, ADAM K	MAINTENANCE WORKER	\$77,151.60	\$26,276.86	\$0.00	\$0.00	\$422.59	120	120	\$103,851.05
DURAND, DAVID	MAINTENANCE WORKER	\$78,613.20	\$9,480.22	\$0.00	\$0.00	\$424.98	160	120	\$88,518.40
EASTHAM, JENNIFER	SOCIAL WORKER	\$87,156.95	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$87,156.95
ENGELGAU, SUSAN L	MPSED OCCUPATIONAL THERAPIST	\$95,377.00	\$0.00	\$0.00	\$0.00	\$0.00	0	13	\$95,377.00
FRAZELLE-GIRARD, JODI A	HUMAN RESOURCES - LABOR RELATIONS ANALYST	\$69,614.00	\$15,218.96	\$0.00	\$0.00	\$0.00	21	15	\$84,832.96
GRAY, HANNAH S	MPSED AUDIOLOGIST	\$84,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0	13	\$84,000.00
GRAYNED, ASHLEY M	EXECUTIVE DIRECTOR - INNOVATIVE PROGRAMS	\$138,489.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$138,489.00
GREEN, CRAIG L	FOREMAN - CUSTODIAN	\$66,067.00	\$9,480.22	\$0.00	\$0.00	\$0.00	22	15	\$75,547.22
GREGURICH, DEAN	MAINTENANCE WORKER	\$76,044.96	\$15,218.96	\$0.00	\$0.00	\$425.00	40	120	\$91,688.92
HACKMAN, JILL K	MPSED VISUALLY IMPAIRED TEACHER	\$79,750.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$79,750.00
HAINLINE, DANNY F	MAINTENANCE WORKER	\$79,698.96	\$14,833.68	\$0.00	\$0.00	\$419.69	160	120	\$94,952.33
HALE, KEVIN R	TEACHER MIDDLE SCHOOL SOCIAL STUDIES	\$79,474.80	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$79,474.80
HAMPTON, JUSTIN	COORDINATOR - AFRICAN AMERICAN SCHOLARS	\$80,475.00	\$26,276.86	\$0.00	\$0.00	\$0.00	5	13	\$106,751.86
HAWKINS SR, HARRY L	MAINTENANCE WORKER	\$77,318.64	\$26,276.86	\$0.00	\$0.00	\$421.88	120	120	\$104,017.38
HELM, BRYLAN H	IT SENIOR ANALYST	\$75,912.00	\$9,480.22	\$0.00	\$0.00	\$0.00	21	15	\$85,392.22
HENRY, SHANNON	MAINTENANCE WORKER	\$78,968.16	\$16,395.12	\$0.00	\$0.00	\$423.28	160	120	\$95,786.56
HENTZ, DENITA L	TEACHER GRADE 1	\$78,000.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$78,000.00
HERRON, SCOTT	CUSTODIAN - 1ST SHIFT	\$58,401.36	\$26,276.86	\$0.00	\$0.00	\$425.00	160	120	\$85,103.22
HESS, JODI M	TRANSITION & FAMILY ENGAGEMENT SUPERVISOR	\$75,588.00	\$9,480.22	\$0.00	\$0.00	\$0.00	22	15	\$85,068.22
HOLLOWAY, TERRY JR	TEAMSTER	\$57,879.36	\$16,821.00	\$0.00	\$0.00	\$358.79	0	120	\$75,059.15
HORVATH, GARY N	MAINTENANCE WORKER	\$82,998.00	\$9,480.22	\$0.00	\$0.00	\$418.70	160	120	\$92,896.92
HUBBARD, JILL	CURRICULUM & INSTRUCTION COORDINATOR	\$76,152.56	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$76,152.56
HULVA, KIMBERLY S	BENEFITS COORDINATOR	\$75,015.00	\$9,480.22	\$0.00	\$0.00	\$0.00	22	15	\$84,495.22
JACKSON, KINNEY L II	CUSTODIAN - HEAD 1ST SHIFT	\$60,781.68	\$14,833.68	\$0.00	\$0.00	\$0.00	160	120	\$75,615.36
JAMES, TRESSA	TEACHER GRADE 2	\$77,450.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$77,450.00
JARRETT, SEVIE L	COORDINATOR - HUMAN RESOURCES	\$90,391.00	\$11,238.62	\$0.00	\$0.00	\$0.00	22	15	\$101,629.62
JOHNSON, JAMES SCOTT	B & G SUPERVISOR 3	\$74,832.96	\$9,480.22	\$0.00	\$0.00	\$0.00	22	15	\$84,313.18
JONES, CORY W	MAINTENANCE WORKER	\$76,587.84	\$25,305.78	\$0.00	\$0.00	\$425.00	80	120	\$102,318.62
KINSELLA, CONNIE J	MPSED PSYCHOLOGIST	\$93,179.09	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$93,179.09
KOMNICK, ELIZABETH	MPSED PHYSICAL THERAPIST	\$87,197.00	\$14,833.68	\$0.00	\$0.00	\$0.00	0	13	\$102,030.68
KRUSE, LORI L	MPSED BEHAVIOR SPECIALIST TEACHER	\$85,886.91	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$85,886.91
LOPEZ, SHARON	TEACHER HIGH SCHOOL SCIENCE	\$81,388.20	\$0.00	\$0.00	\$0.00	\$0.00	0	0	\$81,388.20
LYNCH, DEAN C	MAINTENANCE WORKER- MASONRY CERT	\$76,420.80	\$26,276.86	\$0.00	\$0.00	\$425.00	80	120	\$103,122.66
MARR, KALEB S	MAINTENANCE WORKER- JOURNEYMAN ROOFER	\$76,420.80	\$9,480.22	\$0.00	\$0.00	\$169.99	80	120	\$86,071.01
MATCH, JAMES M	MAINTENANCE WORKER- JOURNEYMAN ELECTRICIAN	\$76,420.80	\$26,276.86	\$0.00	\$0.00	\$415.16	80	120	\$103,112.82
MCCULLOUGH, JOHN P	MAINTENANCE WORKER	\$76,232.88	\$26,276.86	\$0.00	\$0.00	\$365.00	40	120	\$102,874.74



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: Personnel Action
Initiated By: Monica L Wilks, Director of Human Resources, and the Human Resources Department	Attachments: 14 Pages of Personnel Action
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

Per Board Policy 5:30: Hiring Process and Criteria – The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School board policy on equal employment opportunities and minority recruitment.

CURRENT CONSIDERATIONS:

All offers of employment are contingent upon the approval of the Board of Education. Accordingly, anyone who is offered and begins employment prior to the approval of the Board of Education understands that they will do so as a substitute. If the approval of the Board of Education is obtained, these substitutes will then be made whole retroactive to their first day of employment.

FINANCIAL CONSIDERATIONS:

These positions are in the budget.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve all Personnel Action Items as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

To: Board of Education
From: Monica L Wilks, Director of Human Resources
Date: September 17, 2025
Board Date: September 23, 2025
Re: Personnel Action

EMPLOYMENT RECOMMENDATIONS

TEACHER:

Name	Position	Effective Date
Rebecca Romine	Life Skills, Hope Academy	September 8, 2025

TEACHING ASSISTANTS:

Name	Position	Effective Date
Samantha Buckles	Cross Categorical, Franklin Grove, 6 hours per day	September 29, 2025
Cheyenne Graves	K/2 Teaching Assistant, Dennis, 6 hours per day	September 22, 2025
Valencia White	K/2 Teaching Assistant, Hope Academy, 6 hours per day	September 29, 2025

CUSTODIANS:

Name	Position	Effective Date
Corey Cobb	2nd Shift Custodian, Montessori Academy	September 16, 2025
Ninfa Hawkins	2nd Shift Custodian (All Schools), Buildings & Grounds	September 22, 2025

ADMINISTRATIVE SUPPORT:

Name	Position	Effective Date
Justice Conn	Student Interventionist, Hope Academy	September 15, 2025

OFFICE PERSONNEL:

Name	Position	Effective Date
Amy Creath	Pre K-8 Secretary, Franklin Grove	September 22, 2025

Abby Donaker	Pre K-8 Secretary, Parsons	September 29, 2025
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OUTREACH PERSONNEL:

Name	Position	Effective Date
Timothy Curry	Crossing Guard, Ellsworth Dansby	September 29, 2025

EXTENDED DAY:

Name	Position	Effective Date
Autumn Christy	Non Certified Staff, Ellsworth Dansby	September 15, 2025

SCHEDULE B:

Name	Position	Effective Date
Lawrence Dampeer	Middle School 8th Grade Boys Basketball Coach, Dennis	October 13, 2025

TRANSFERS

TEACHING ASSISTANTS:

Name	Position	Effective Date
Brittany Thomas	From Special Ed Assistant, Hope Academy, 6.25 hours per day to Decatur Alternative Ed Assistant, Decatur Alternative Ed, 6.25 hours per day	September 22, 2025
Guiselle Haws	From Life Skills Assistant, Baum, 6 hours per day to Cross Categorical Assistant, Parsons, 6 hours per day	October 6, 2025

ADMINISTRATIVE SUPPORT:

Name	Position	Effective Date
Jeremy Robinson	From Student Interventionist, Parsons to Student Interventionist, Dennis	September 10, 2025

SECURITY PERSONNEL:

Name	Position	Effective Date
Randall Hood	From Security Officer, MacArthur to Security Officer, Parsons	September 10, 2025

CATEGORY CHANGE:

Name	Position	Effective Date
Natasha Hamilton	From K/2 Assistant, Parsons to Student Interventionist, Parsons	September 15, 2025

RESIGNATIONS**TEACHER:**

Name	Position	Effective Date
Jonathan Hartmark	English, MacArthur	May 22, 2025

OFFICE PERSONNEL:

Name	Position	Effective Date
Kathryn Malkamaki	Secretary to Title IX & DEI Safety and Communications, Keil	September 18, 2025

TEACHING ASSISTANTS:

Name	Position	Effective Date
Deionnte Honorable	Special Ed Assistant, Hope Academy	September 12, 2025
Amiyah Landgrebe	Special Ed Assistant, Stephen Decatur	May 22, 2025

EXTENDED DAY:

Name	Position	Effective Date
Camila Pape	Non Certified Staff, Hope Academy	September 12, 2025
Kimberley Ray	Non Certified Staff, Parsons	September 19, 2025

SCHEDULE B:

Name	Position	Effective Date
Iisha Dean	Elementary Boys' Basketball Coach, Montessori Academy	August 27, 2025
Newton Minor	Assistant Wrestling Coach, MacArthur	September 3, 2025
Kendall Trump	Cross Country Coach, Dennis	September 12, 2025

RETIREMENT**TEACHER:**

Name	Position	Effective Date
Jane Innis	Speech Language Pathologist, Dennis	End of the 2025-2026 School Year

CORRECTION TO RETIREMENT DATE**CUSTODIAN:**

Name	Position	Effective Date
Debra Pyles	1st Shift Head Custodian, Stephen Decatur	September 30, 2025

SUSPENSIONS**TEACHER:**

Name	Position	Effective Date
Daniel Androff	Social Studies, Eisenhower (1 day unpaid)	September 24, 2025

CUSTODIAN:

Name	Position	Effective Date
Zachary Lane	2nd Shift Custodian, Dennis (1 day unpaid)	September 10, 2025

TERMINATION**TEACHER:**

Name	Position	Effective Date
Zachary Senger	Social Studies, Stephen Decatur	September 23, 2025

COMPENSATIONS:

Name	Description	Amount
Minor, Yolanda	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Morgan, Brittany	Orton Gillingham 1 (7/28-8/1/2025)	594.00
Nixon, Michelle	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Rigsby, Kelsey	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Schulz, Melissa	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Shimizu, Lori	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Stark, Yocelyng	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Stoneburg, Tammy	Orton Gillingham 1 (7/28-8/1/2025)	396.00
Stubblefield, Linda	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Taylor, Kimberly	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Wakeland, Andrea	Orton Gillingham 1 (7/28-8/1/2025)	594.00
Wherry, Lisa	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Williams, Juanita	Orton Gillingham 1 (7/28-8/1/2025)	990.00
Braden, Marcy	Hope PBIS Meeting (9/3/2025)	33.00
Pomorin, Alexandria	Hope PBIS Meeting (9/3/2025)	33.00
Rezinaz, Amber	Hope PBIS Meeting (9/3/2025)	33.00
Amettis, Ashlei	Hope PBIS Meeting (9/3/2025)	33.00

Lowry, Sara	Hope PBIS Meeting (9/3/2025)	33.00
Johnston, Mollie	Hope PBIS Meeting (9/3/2025)	66.00
Alves, Alicia	Hope MS PBIS Meeting (8/26/2025)	33.00
Sinclair, Leigh Anne	Hope MS PBIS Meeting (8/26/2025)	33.00
Dickey, Kaitlin	Hope MS PBIS Meeting (8/26/2025)	66.00
Johnston, Mollie	Hope All Staff PBIS Meeting (9/4/2025)	66.00
Pomorin, Alexandria	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Braden, Marcy	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Koslofski, Timothy	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Novak, Steven	Hope All Staff PBIS Meeting (9/4/2025)	25.00
Moses, Onieffea	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Lowe, Christine	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Dickey, Kaitlin	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Twumasi, Hayford	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Rezinias, Amber	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Amettis, Ashlei	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Allison, Elizabeth	Hope All Staff PBIS Meeting (9/4/2025)	33.00
Mann, Cassandra	New Educator Meeting 2 (9/8/2025)	82.50

Long, Stacey	New Educator Meeting 2 (9/8/2025)	82.50
Petitt, Krystina	New Educator Meeting 2 (9/8/2025)	82.50
Martin, Stephani	New Educator Meeting 2 (9/8/2025)	82.50
Lybarger, Hannah	New Educator Meeting 2 (9/8/2025)	82.50
Smith, Ashlee	New Educator Meeting 2 (9/8/2025)	82.50
Devore, Sara	New Educator Meeting 2 (9/8/2025)	82.50
Creason, Jackalyn	New Educator Meeting 2 (9/8/2025)	82.50
Stark, Samantha	New Educator Meeting 2 (9/8/2025)	82.50
Dickey, Kaitlin	New Educator Meeting 2 (9/8/2025)	82.50
Parks, Brady	New Educator Meeting 2 (9/8/2025)	82.50
Bradford, Mavis	New Educator Meeting 2 (9/8/2025)	82.50
Pomorin, Alexandria	Hope ILT Meeting (8/25/2025)	33.00
Nozaki, Abigail	Hope ILT Meeting (8/25/2025)	33.00
Lowry, Sarah	Hope ILT Meeting (8/25/2025)	33.00
Cunningham, Shikira	Hope ILT Meeting (8/25/2025)	25.00
Ellis, Terri	Hope ILT Meeting (8/25/2025)	33.00
Alves, Alicia	Hope ILT Meeting (8/25/2025)	33.00
Lowe, Christine	Hope ILT Meeting (8/25/2025)	33.00

Allison, Elizabeth	Hope ILT Meeting (8/25/2025)	33.00
Brown, Michelle	Hope ILT Meeting (8/25/2025)	33.00
Braden, Marcy	Hope ILT Meeting (8/25/2025)	33.00
Holsapple, Michelle	Hope ILT Meeting (8/25/2025)	33.00
Twumasi, Hayford	Hope ILT Meeting (8/25/2025)	33.00
Tweneboah, Seth	Hope ILT Meeting (8/25/2025)	33.00
Johnston, Mollie	Hope ILT Meeting (8/25/2025)	33.00
Bailey, Kelly	HMH ELA Pilot Training (7/22/2025)	198.00
Sager, Carrie	HMH ELA Pilot Training (7/22/2025)	198.00
Downey, Ann	HMH ELA Pilot Training (7/22/2025)	198.00
Amettis, Ashlei	HMH ELA Pilot Training (7/22/2025)	198.00
Stutz, Jennifer	HMH ELA Pilot Training (7/22/2025)	198.00
Pomorin, Alexandria	HMH ELA Pilot Training (7/22/2025)	198.00
Mannlein, Olivia	HMH ELA Pilot Training (7/22/2025)	198.00
Lueras, Tara	HMH ELA Pilot Training (7/22/2025)	198.00
Cecil, Jaci	HMH ELA Pilot Training (7/22/2025)	198.00
Green, Greg	HMH ELA Pilot Training (7/22/2025)	198.00
Rora, Crystal	HMH ELA Pilot Training (7/22/2025)	198.00

Cardwell, Gracyn	HMH ELA Pilot Training (7/22/2025)	198.00
Monroe, Angela	HMH ELA Pilot Training (7/22/2025)	198.00
Robinson, Dennis	HMH ELA Pilot Training (7/22/2025)	198.00
Genet, Nicole	HMH ELA Pilot Training (7/22/2025)	198.00
Hutton, Jennifer	HMH ELA Pilot Training (7/22/2025)	198.00
Mann, Cassie	HMH ELA Pilot Training (7/22/2025)	198.00
Cable, Chloe	HMH ELA Pilot Training (7/22/2025)	198.00
Petitt, Krystina	HMH ELA Pilot Training (7/22/2025)	198.00
Hill, Katie	HMH ELA Pilot Training (7/22/2025)	198.00
Grubbs, Joni	HMH ELA Pilot Training (7/22/2025)	198.00
Woolsey, Leslie	HMH ELA Pilot Training (7/22/2025)	198.00
Johnston, Mollie	Hope KG Orientation (8/5-8/6/2025)	165.00
Allison, Elizabeth	Hope KG Orientation (8/5-8/6/2025)	165.00
Lowry, Sarah	Hope KG Orientation (8/5-8/6/2025)	66.00
Young, Tonyan	Hope KG Orientation (8/5-8/6/2025)	165.00
Taylor, Mary	Hope KG Orientation (8/5-8/6/2025)	165.00
Braden, Marcy	Hope KG Orientation (8/5-8/6/2025)	66.00
Kosak, Lauren	Hope KG Orientation (8/5-8/6/2025)	165.00

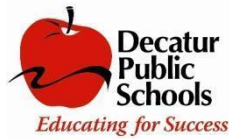
Brewer, Chelsea	Hope KG Orientation (8/5-8/6/2025)	165.00
Schwartzle, Danyel	Hope KG Orientation (8/5-8/6/2025)	66.00
Lowe, Christine	Hope KG Orientation (8/5-8/6/2025)	99.00
Boomer, Kristine	ESL Registration (8/1-8/8/2025)	1386.00
Beller, Thomas	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Bennick, Julie	SMDS 25-26 Staff Retreat (7/28/2025)	125.00
Bird, Ata	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Boerger, Debbie	SMDS 25-26 Staff Retreat (7/28/2025)	99.00
Briar, Evan	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Campbell, Kara	SMDS 25-26 Staff Retreat (7/28/2025)	125.00
Devore, Sara	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Dunham, Terri	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Ferris, Kathleen	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Fowler, Garold	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Fuller, Marcina	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Goodman, Stacy	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Hawkshaw, Shelby	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Johnson, Breanna	SMDS 25-26 Staff Retreat (7/28/2025)	125.00

Jones, Penny	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Kauzlarich, Melissa	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Lindsey, Todd	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Mabry, Cameron	SMDS 25-26 Staff Retreat (7/28/2025)	125.00
Massey, Stephen	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Mccoy, Destiny	SMDS 25-26 Staff Retreat (7/28/2025)	125.00
Minick, Abby	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Parks, April	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Pauna, Angelica	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Power, John	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Ridley, Ashley	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Roberts, Tami	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Seibring, Danielle	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Smith, Ashlee	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Tomaskovic, Frank	SMDS 25-26 Staff Retreat (7/28/2025)	165.00
Tyus, Melessa	SMDS 25-26 Staff Retreat (7/28/2025)	125.00
Wright, Marva	SMDS 25-26 Staff Retreat (7/28/2025)	125.00
Beller, Thomas	SMDS 25-26 Staff Retreat (7/29/2025)	165.00

Bennick, Julie	SMDS 25-26 Staff Retreat (7/29/2025)	125.00
Bird, Ata	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Boerger, Debbie	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Briar, Evan	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Campbell, Kara	SMDS 25-26 Staff Retreat (7/29/2025)	75.00
Devore, Sara	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Dunham, Terri	SMDS 25-26 Staff Retreat (7/29/2025)	125.00
Ferris, Kathleen	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Fowler, Garold	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Fuller, Marcina	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Goodman, Stacy	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Hawkshaw, Shelby	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Johnson, Breanna	SMDS 25-26 Staff Retreat (7/29/2025)	125.00
Jones, Penny	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Kauzlarich, Melissa	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Lindsey, Todd	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Mabry, Cameron	SMDS 25-26 Staff Retreat (7/29/2025)	125.00
Massey, Stephen	SMDS 25-26 Staff Retreat (7/29/2025)	165.00

Minick, Abby	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Mccoy, Destiny	SMDS 25-26 Staff Retreat (7/29/2025)	125.00
Parks, April	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Pauna, Angelica	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Power, John	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Roberts, Tami	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Seibring, Danielle	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Smith, Ashlee	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Tomaskovic, Frank	SMDS 25-26 Staff Retreat (7/29/2025)	165.00
Tyus, Melessa	SMDS 25-26 Staff Retreat (7/29/2025)	125.00
Wright, Marva	SMDS 25-26 Staff Retreat (7/29/2025)	125.00
Kennedy, C Roxann	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00
Miller, Tiffany	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00
Landacre, Lisa	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00
Lemanczyk, Lyndsay	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00
Wakeland, Andrea	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00
Woolsey, Leslie	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00
Werkheiser, Amanda	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00

Brown, Whitney	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00
Hubbard, Jill	Math & You K-5 Gen Ed - PM Session (7/30/2025)	99.00



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: Memorandum of Understanding (MOU) between Decatur Public Schools (DPS) and Decatur Education Association (DEA) for Dual Credit Courses
Initiated By: Monica Wilks, Director of Human Resources	Attachment: MOU between Decatur Public Schools (DPS) and Decatur Education Association (DEA) for Dual Credit Courses
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

This MOU between DEA & DPS rectifies a previous agreement that wasn't aligned with the Prep Academy program and clarifies the rights of the parties to offer and teach dual credit courses in the Junior and Senior years of high school. The new MOU enables the district to collaborate with colleges and universities to offer dual credit courses to students in the Junior and Senior years.

CURRENT CONSIDERATIONS:

The MOU reflects agreed upon terms by both parties.

FINANCIAL CONSIDERATIONS:

The financial obligations will be accounted for in the existing budget for the 2025 - 2026 school year.

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Memorandum of Understanding (MOU) between Decatur Public Schools (DPS) and Decatur Education Association (DEA) for Dual Credit Courses as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

Memorandum of Understanding

This Memorandum of Understanding (MOU) is entered into by and between the Decatur Education Association (DEA) and Decatur Public Schools (DPS) (collectively the parties) regarding the dual credit courses and Prep Academy.

WHEREAS, DPS employs teachers who generally have certain rights of first refusal to teaching work within licensure and qualification that is provided to students served by DPS; and

WHEREAS, DPS wishes to provide certain opportunities to students for college credit, while enrolled at DPS schools, which is provided for by certain community colleges as set forth in the Dual Credit Quality Act, 110 ILCS 27/; and

WHEREAS, DPS has worked with Richland Community College (RCC) in its local community to establish a program wherein RCC will award college credit; and

WHEREAS, a conflict has developed among the union for RCC, DPS, and DEA, because both the union for RCC and DEA have certain rights of first refusal for the instant teaching work; and

WHEREAS, the instruction of students remains priority for the parties; and

WHEREAS, DEA has agreed, in consideration for certain bargained-for benefits, to relinquish and waive (to RCC's benefit) certain work in order to provide maximum opportunities for students both at DPS and at RCC and to allow DPS to utilize DEA members to focus on its own instruction while improving DEA member knowledge, capacity, and qualification; and

WHEREAS, the parties have reached mutual agreement and wish to evidence the same in writing.

Now, therefore, it is agreed, by and between DEA and DPS as follows:

1. **Incorporation of recitals.** The recitals are hereby incorporated as though fully set forth herein.

2. **Ownership of work.** DEA does hereby waive and relinquish any work associated with dual credit offered in the high school Junior and Senior years of study, or in the case that a member of DEA is unwilling or unable to (due to lack of licensure, endorsement, or other conflict) to teach a dual credit high school Junior and Senior year course, regardless of which program, college, or university subsequently provides the service. Such waiver shall be read to enable DPS to work with a partner college/university to fully establish dual-credit programming as DPS determines, in its exclusive discretion, to be beneficial to DPS students. Nothing herein shall be read to extend the waiver to teaching work that is not related to dual-credit arrangements, and DEA expressly reserves the right to bargain regarding any change to

teaching work which does not provide for dual credit as issued by the respective partner college/university.

3. **Tuition and Pool.** In consideration for DEA's agreement to relinquish work as set forth in paragraph 2 hereinabove, DPS shall revise the second paragraph of tuition reimbursement set forth following salary schedules in paragraph B.3. on page 53 of the 2022-2026 collective bargaining agreement between DPS and DEA as follows:

If the above conditions are met, an applicant approved for reimbursement shall receive an amount not to exceed cost of tuition or a maximum of \$400.00 per credit hour (to a total of 2 classes at 3 credit hours apiece) up to the capped responsibility of the pool to be funded by the Board per academic year. This reimbursement shall be non-taxable in accordance with the Internal Revenue Code.

4. **Cap on Pool.** The pool shall have available a sum total of \$80,000.00, as follows:

Any of the above requirements may be waived at the discretion of the Superintendent and upon approval of the Association. The employer shall be obligated to fund the pool of \$80,000.00 each year. Funds will be expended from the pool in the order members of the bargaining unit apply and are approved. Approvals or denials shall be delivered to each applicant in the same order as requests are made.

Nothing in the agreement shall be read to restrict an employee from earning multiple masters degrees and applying for tuition reimbursement as set forth in the Agreement. When the pool is depleted in any year, such pool shall no longer be available and no funds as set forth in paragraph B.3. as above shall further be paid by DPS for such purposes.

4. **Effective Date.** The terms of this Memorandum of Understanding shall become effective immediately upon approval by the parties and will continue unless and until the parties agree in writing to other terms.

5. **Sunset Date.** The terms of this Memorandum of Understanding shall sunset at the end of the 2025-2026 school year or when a successor agreement is reached. If no written agreement is reached to continue this agreement, this agreement shall cease to have effect at the conclusion of the 2025-2026 school year. Status quo is expressly waived for this purpose.

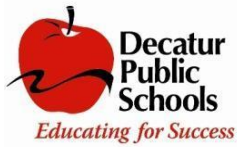
This agreement hereby dated and entered into this ____ day of _____, 2025.

For the Board of Education of
Decatur Public Schools No. 61

ATTEST

For the Decatur Education
Association, IEA/NEA

ATTEST



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: Memorandum of Understanding (MOU) between Decatur Public Schools (DPS) and Decatur Educational Support Personnel Association (DESPA) for the Off-Salary Schedule Stipend
Initiated By: Monica Wilks, Director of Human Resources	Attachment: MOU between Decatur Public Schools (DPS) and Decatur Educational Support Personnel Association (DESPA) for the Off-Salary Schedule Stipend
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

This MOU between DESPA & DPS reflects that DESPA employees who are off schedule (exceeding the existing salary schedule steps) during the 2025-2028 years shall receive a \$500.00 stipend for each year of this agreement. The parties intend this stipend to be a one-time agreement, which will sunset no later than the expiration of the 2025-2028 agreement.

CURRENT CONSIDERATIONS:

The MOU reflects the agreed upon terms by both parties during the contract bargaining process.

FINANCIAL CONSIDERATIONS:

The financial obligations will be accounted for in the existing budget for the 2025 - 2028 school years.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Memorandum of Understanding (MOU) between Decatur Public Schools (DPS) and Decatur Educational Support Personnel Association (DESPA) for the Off-Salary Schedule Stipend as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

DESPA MOU

Board of Education of Decatur Public School No. 61 ("Board") and Decatur Educational Support Personnel Association, IEA/NEA ("DESPA") (and collectively "the parties") reached agreement for the 2025-2028 collective bargaining agreement to include the following language:

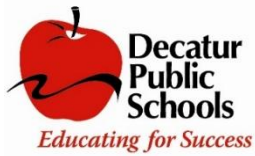
Those off schedule (exceeding existing steps) during the 2025-2028 shall receive a \$500 stipend for each year of this agreement. The parties intend this stipend to be a one-time agreement, which will sunset no later than the expiration of the 2025-2028 agreement. *Status quo*, as it is defined pursuant to *Vienna v. IELRB*, 162 Ill.App.3d 503 (1987) is expressly and intentionally waived by the parties, so that if there is no agreement between the parties to extend this agreement or any part hereof beyond the expiration of the 2025-2028 agreement (July 1, 2028), this language and its effect shall sever from the agreement, and the stipend shall be treated as though it never existed. It shall no further inform past practice course of conduct, or any other meaning of the parties' agreement.

Executed this _____ day of _____, 2025.

For Board:

For DESPA:

ATTEST:



Board of Education Decatur Public School District #61

Date: September 23, 2025	Subject: Eisenhower High School Elevator Repair
Initiated By: Floyd Bolt, Director of Building and Grounds	Attachments: Quote #QTE-002253051
Reviewed By: Dr. Michael Curry, Chief Operations Officer, and Dr. Clark, Superintendent	

BACKGROUND INFORMATION:

One of Eisenhower High School's elevators failed inspection and no longer meets code for a certificate of operation from the State Fire Marshal. The elevator must be repaired and brought up to current code to allow for use.

CURRENT CONSIDERATIONS:

Otis Elevator Company has already been awarded the current year's contract for all district elevator maintenance. Decatur Public Schools received a quote from Otis Elevator Company to repair and bring elevator into code compliance for \$38,960.00.

FINANCIAL CONSIDERATIONS:

These services will be paid out of Fund 80.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education accept the quote from Otis Elevator Company to supply all labor and Materials for the repair of Eisenhower High School's elevator in the amount \$38,960.00 as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

Otis Service and Repair Order

9/4/2025

CUSTOMER NAME

DECATUR SCHOOL DISTRICT
101 West Cerro Gordo
DECATUR, IL 62523

OTIS ELEVATOR COMPANY

602 NORTH MAIN STREET,
EAST PEORIA, IL 61611

OTIS CONTACT

Hannah Jordan
Phone: (217) 494-4843
Email: Hannah.Jordan@otis.com

PROJECT LOCATION

EISENHOWER HIGH SCHOOL
1200 S 16TH ST
DECATUR, IL 62521-3834

PROPOSAL NUMBER

QTE-002253051

We propose to furnish the necessary material and labor on the following units:

Unit	Customer Designation
F76648	LULA 1

SCOPE OF WORK**EMERGENCY CAR LIGHT BATTERY**

We will furnish and install a new battery for the existing emergency car light.

LED LIGHT

Otis will provide parts and labor necessary to replace LED lights with new.

SELECTOR BOARD REPLACEMENT

Otis will provide parts and labor necessary to replace selector board with new. We will adjust for proper operation.

CLOSED LOOP DOOR OPERATOR

A Closed Loop door operator shall be installed.

Doors on the car and at the hoistway entrances shall be power operated by means of a closed loop door operator mounted on top of the car. The door operator is a fully closed loop system designed to give consistent door performance with changes in temperature, wind or minor debris in the door track. The system continually monitors door speed and position and adjusts it accordingly to match the pre-determined profile.

Door operation shall be automatic at each landing with door opening being initiated as the car arrives at the landing and closing taking place after expiration of an adjustable time interval. An electric car door contact shall prevent the elevator from operating unless the car door is in the closed position. Door close shall be arranged to start after a minimum time, consistent with Handicap Requirements.

Material provided shall be installed in accordance with the ASME A17.1 Safety Code for Elevators and Escalators.

The customer will be responsible for paying local inspection fees if applicable.

Your account representative will contact you to schedule the work. All work will be performed during regular working days and hours of the Elevator Trade unless otherwise specified above. The price quoted below does not include sales tax and is valid for 30 days from the date specified above. The work will be scheduled based on the availability of material and manpower to complete the job efficiently.

The scope proposed herein represents the entire scope that we are contracted for, if additional work is required by others to allow for completion of this work and/or for the inspection to occur, that work is not included. If additional labor and material are needed, a supplemental proposal will be sent.

Labor: Team \$390 X 64 hours = \$24,960.00

Material: \$13,200.00

Permit: \$800.00

PRICE

\$38,960.00

Thirty-eight thousand nine hundred sixty dollars

This price is based on a **one hundred** percent **(100%) downpayment** in the amount of \$38,960.00.

PAYMENT TERMS:

- The downpayment amount is due in full prior to Otis ordering material and/or mobilizing.
- If you choose the alternative downpayment amount listed below, the corresponding adjustment shall be applied to the base contract amount.

Downpayment Percent	Price Adjustment Percentage	Authorization (Initial)
25%	+ 10%	
75%	+ 5%	

In the event 100% of the contract price is not paid up front, we must be paid the remaining balance no later than the completion of work. Final invoice will be submitted once work is scheduled.

This proposal, including the provisions printed on the pages following, shall be a binding contract between you, or the party identified below for whom you are authorized to contract (collectively referred to herein as "you"), and us when accepted by you through execution of this proposal by you and approved by our authorized representative; or by your authorizing us to perform work for the project and our commencing such work.

SUGGESTED BY: RALPH D HURT

TITLE: Mechanic

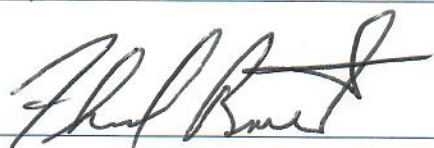
Accepted in Duplicate

DECATUR SCHOOL DISTRICT

Otis Elevator Company

Date: 9-9-25

Date: _____

Signed: 

Signed: _____

Print Name: Floyd Bolt

Print Name: Jorie Balogh

Title: Director Buildings & Grounds

Title: Director & GM - Chicago Suburbs

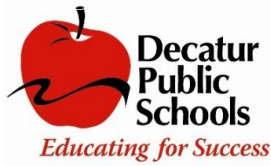
Email: fbolt@dps161.org

Email: _____

Company Name: DECATUR SCHOOL DISTRICT

☐ Principal, Owner or Authorized Representative of Principal or Owner

☐ Agent _____
(Name of Principal or Owner)



Board of Education Decatur Public Schools District #61

Date: September 23, 2025	Subject: Adoption of Decatur Public School #61 Budget FY 2026
Initiated By: Dr. Mike Curry, Chief Operational Officer	Attachments: • ISBE Budget Forms • Resolution to Adopt Budget
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

Illinois statute requires the Board of Education to adopt a budget no later than the end of the first quarter, September 30, 2025. The tentative budget was presented at the August 19, 2025, Board of Education.

CURRENT CONSIDERATIONS:

A notice of public hearing was published on August 20, 2025, in *The Herald & Review*. The tentative budget has been available for the past 30 days at the District's Business Office and the Decatur Public Library. As of this writing, no public input or comments have been received.

FINANCIAL CONSIDERATIONS:

The revenues and expenses have been updated to reflect the most current information now. The final budget includes adjustments from the tentative budget. These changes will be noted in the Budget Hearing Presentation.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Decatur Public School District FY 2026 budget as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

District Type:

☒ School District
☐ Joint Agreement

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

Accounting Basis:

☒ Cash
☐ Accrual

SCHOOL DISTRICT/JOINT AGREEMENT BUDGET FORM *
July 1, 2025 - June 30, 2026

Unbalanced budget; however, a Deficit Reduction Plan is not required at this time.

Is this an amended budget? No

Date of Amended Budget: _____
(MM/DD/YY)

District Name: Decatur SD 61

District RCDT No: 39055061025

If your FY2025 AFR states that you need to do a deficit reduction plan and your FY2026 budget is balanced, please state the measures you took to have your budget become balanced. (Bckgrnd-Assumpt 25-26)

Budget of Decatur SD 61, County of Macon,
State of Illinois, for the Fiscal Year beginning July 1, 2025 and ending June 30, 2026.

WHEREAS the Board of Education of Decatur SD 61,
County of Macon, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon;

AND WHEREAS a public hearing was held as to such budget on the 19th day of August, 2025,
notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, Be it resolved by the Board of Education of said district as follows:

Section 1: That the fiscal year of this school district be and the same hereby is fixed and declared to be
beginning July 1, 2025 and ending June 30, 2026.

Section 2: That the following budget containing an estimate of amounts available in each Fund, separately, and expenditures from each be
and the same is hereby adopted as the budget of this school district for said fiscal year.

ADOPTION OF BUDGET

The budget shall be approved and signed below by members of the School Board. Adopted this 23rd day of September, 2025
by a roll call vote of _____ Yeas, and _____ Nays, to wit:

** MEMBERS VOTING YEA:	** MEMBERS VOTING NAY:

* Based on the 23 Illinois Administrative Code-Part 100 and inconformity with Section 17-1 of the School Code.

** Type in the members who voted "YEA" nor "NAY". Actual school board member signatures are not required for electronic submission.

(1) A certified copy of this document must be filed with the county clerk within 30 days of adoption as required
by Section 18-50 of the Property Tax Code (35 ILCS 200/18-50).

(2) Districts are required to submit the adopted/amended budget electronically to ISBE within 30 days of adoption or by October 30,
whichever comes first. Budgets are submitted through IWAS: <https://apps.isbe.net/iwas/asp/login.asp?is=true>

Please type the member signatures before submitting to ISBE. We do not accept PDF copies.

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 6-11 and EstExp 12-20 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
3	ESTIMATED BEGINNING FUND BALANCE (without Student Activity Funds)1 as of July 1, 2025		29,069,481	1,943,400	10,537,775	6,250,781	5,926,502	6,448,271	6,035,547	1,673,551	1,210,666	
4	RECEIPTS/REVENUES (without Student Activity Funds)											
5	LOCAL SOURCES	1000	29,702,124	6,121,315	9,281,839	1,985,575	4,663,427	2,750,000	689,468	3,524,824	528,072	
6	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0		0	0					
7	STATE SOURCES	3000	62,472,440	3,360,463	0	4,012,667	0	0	0	0	0	
8	FEDERAL SOURCES	4000	22,535,977	0	0	0	0	0	0	0	0	
9	Total Direct Receipts/Revenues ⁸		114,710,541	9,481,778	9,281,839	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072	
10	Receipts/Revenues for "On Behalf" Payments ²	3998										
11	Total Receipts/Revenues		114,710,541	9,481,778	9,281,839	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072	
12	DISBURSEMENTS/EXPENDITURES (without Student Activity Funds)											
13	INSTRUCTION	1000	54,577,351				1,162,190			0		
14	SUPPORT SERVICES	2000	44,878,307	9,461,524		7,209,531	2,619,206	4,026,130		4,298,492	1,658,795	
15	COMMUNITY SERVICES	3000	1,481,340	0		0	61,065			0		
16	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	13,745,000	0	0	2,722	0	0		805,738	0	
17	DEBT SERVICES	5000	0	0	8,866,207	0	0			0	0	
18	PROVISION FOR CONTINGENCIES	6000	0	0	0	0	0	0		0	0	
19	Total Direct Disbursements/Expenditures ⁹		114,681,998	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130		5,104,230	1,658,795	
20	Disbursements/Expenditures for "On Behalf" Payments ²	4180	0	0	0	0	0	0		0	0	
21	Total Disbursements/Expenditures		114,681,998	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130		5,104,230	1,658,795	
22	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		28,543	20,254	415,632	(1,214,011)	820,966	(1,276,130)	689,468	(1,579,406)	(1,130,723)	
23	OTHER SOURCES/USES OF FUNDS											
24	OTHER SOURCES OF FUNDS (7000)											
25	PERMANENT TRANSFER FROM VARIOUS FUNDS											
26	Abolishment the Working Cash Fund ¹⁶	7110										
27	Abatement of the Working Cash Fund ¹⁶	7110						0				
28	Transfer of Working Cash Fund Interest	7120										
29	Transfer Among Funds	7130										
30	Transfer of Interest	7140										
31	Transfer from Capital Projects Fund to O&M Fund	7150		0								
32	Transfer of Excess Fire Prev & Safety Tax & Interest ³ Proceeds to O&M Fund	7160		0								
33	Transfer of Excess Accumulated Fire Prev & Safety Bond and Int ^{3a} Proceeds to Debt Service Fund	7170			0							
34	SALE OF BONDS (7200)											
35	Principal on Bonds Sold ⁴	7210			0			0	0		0	
36	Premium on Bonds Sold	7220			0			0	0		0	
37	Accrued Interest on Bonds Sold	7230			0				0		0	
38	Sale or Compensation for Fixed Assets ⁵	7300		0		0				0		
39	Transfer to Debt Service to Pay Principal on Leases	7400			63,107							
40	Transfer to Debt Service to Pay Interest on Leases	7500			0							
41	Transfer to Debt Service Fund to Pay Principal on Revenue Bonds	7600			0							
42	Transfer to Debt Service Fund to Pay Interest on Revenue Bonds	7700			0							
43	Transfer to Capital Projects Fund	7800						0				
44	ISBE Loan Proceeds	7900										
45	Other Sources Not Classified Elsewhere	7990		0								
46	Total Other Sources of Funds ⁸		0	0	63,107	0	0	0	0	0	0	

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 6-11 and EstExp 12-20 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
2												
47	OTHER USES OF FUNDS (8000)											
49	TRANSFER TO VARIOUS OTHER FUNDS (8100)											
50	Abolishment or Abatement of the Working Cash Fund ¹⁶	8110							0			
51	Transfer of Working Cash Fund Interest	8120							0			
52	Transfer Among Funds	8130										
53	Transfer of Interest ⁶	8140										
54	Transfer from Capital Projects Fund to O&M Fund	8150										
		8160										
55	Transfer of Excess Fire Prev & Safety Tax & Interest ³ Proceeds to O&M Fund											
		8170										
56	Transfer of Excess Accumulated Fire Prev & Safety Bond ^{3a} and Int Proceeds to Debt Service Fund											
57	Taxes Pledged to Pay Principal on Leases	8410										
58	Grants/Reimbursements Pledged to Pay Principal on Leases	8420										
59	Other Revenues Pledged to Pay Principal on Leases	8430	63,107									
60	Fund Balance Transfers Pledged to Pay Principal on Leases	8440										
61	Taxes Pledged to Pay Interest on Leases	8510										
62	Grants/Reimbursements Pledged to Pay Interest on Leases	8520										
63	Other Revenues Pledged to Pay Interest on Leases	8530										
64	Fund Balance Transfers Pledged to Pay Interest on Leases	8540										
65	Taxes Pledged to Pay Principal on Revenue Bonds	8610										
66	Grants/Reimbursements Pledged to Pay Principal on Revenue Bonds	8620										
67	Other Revenues Pledged to Pay Principal on Revenue Bonds	8630										
68	Fund Balance Transfers Pledged to Pay Principal on Revenue Bonds	8640										
69	Taxes Pledged to Pay Interest on Revenue Bonds	8710										
70	Grants/Reimbursements Pledged to Pay Interest on Revenue Bonds	8720										
71	Other Revenues Pledged to Pay Interest on Revenue Bonds	8730										
72	Fund Balance Transfers Pledged to Pay Interest on Revenue Bonds	8740										
73	Taxes Transferred to Pay for Capital Projects	8810										
74	Grants/Reimbursements Pledged to Pay for Capital Projects	8820										
75	Other Revenues Pledged to Pay for Capital Projects	8830										
76	Fund Balance Transfers Pledged to Pay for Capital Projects	8840										
77	Transfer to Debt Service Fund to Pay Principal on ISBE Loans	8910										
78	Other Uses Not Classified Elsewhere	8990								0		
79	Total Other Uses of Funds ⁹		63,107	0	0	0	0	0	0	0	0	
80	Total Other Sources/Uses of Fund		(63,107)	0	63,107	0	0	0	0	0	0	
81	ESTIMATED ENDING FUND BALANCE (without Student Activity Funds) as of June 30, 2026		29,034,917	1,963,654	11,016,514	5,036,770	6,747,468	5,172,141	6,725,015	94,145	79,943	
82												
83	Student Activity (Fund 11) ESTIMATED BEGINNING FUND BALANCE as of July 1, 2025		619,760									
84	RECEIPTS/REVENUES (For Student Activity Funds)											
85	Total Student Activity Direct Receipts/Revenues (Local Sources)	1799	0									
86	DISBURSEMENTS/EXPENDITURES (For Student Activity Funds)											
87	Total Student Activity Direct Disbursements/Expenditures	1999	0									
88	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		0									
89	Student Activity ESTIMATED ENDING FUND BALANCE as of June 30, 2026		619,760									
90												

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 6-11 and EstExp 12-20 tabs.</i>		(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety	
91	Total ESTIMATED BEGINNING FUND BALANCE (All Sources Including Student Activity Funds) as of July 1, 2025		29,689,241	1,943,400	10,537,775	6,250,781	5,926,502	6,448,271	6,035,547	1,673,551	1,210,666	
92	RECEIPTS/REVENUES (All Sources with Student Activity Funds)											
93	LOCAL SOURCES	1000	29,702,124	6,121,315	9,281,839	1,985,575	4,663,427	2,750,000	689,468	3,524,824	528,072	
94	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0		0	0					
95	STATE SOURCES	3000	62,472,440	3,360,463	0	4,012,667	0	0	0	0	0	
96	FEDERAL SOURCES	4000	22,535,977	0	0	0	0	0	0	0	0	
97	Total Direct Receipts/Revenues ⁸		114,710,541	9,481,778	9,281,839	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072	
98	Receipts/Revenues for "On Behalf" Payments ²	3998	0	0	0	0	0	0		0	0	
99	Total Receipts/Revenues		114,710,541	9,481,778	9,281,839	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072	
100	DISBURSEMENTS/EXPENDITURES (All Sources with Student Activity Funds)											
101	INSTRUCTION	1000	54,577,351				1,162,190			0		
102	SUPPORT SERVICES	2000	44,878,307	9,461,524		7,209,531	2,619,206	4,026,130		4,298,492	1,658,795	
103	COMMUNITY SERVICES	3000	1,481,340	0		0	61,065			0		
104	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	13,745,000	0	0	2,722	0	0		805,738	0	
105	DEBT SERVICES	5000	0	0	8,866,207	0	0			0	0	
106	PROVISION FOR CONTINGENCIES	6000	0	0	0	0	0	0		0	0	
107	Total Direct Disbursements/Expenditures ⁹		114,681,998	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130		5,104,230	1,658,795	
108	Disbursements/Expenditures for "On Behalf" Payments ²	4180	0	0	0	0	0	0		0	0	
109	Total Disbursements/Expenditures		114,681,998	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130		5,104,230	1,658,795	
110	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		28,543	20,254	415,632	(1,214,011)	820,966	(1,276,130)	689,468	(1,579,406)	(1,130,723)	
111	OTHER SOURCES/USES OF FUNDS											
112	OTHER SOURCES OF FUNDS (7000)											
113	Total Other Sources of Funds ⁸		0	0	63,107	0	0	0	0	0	0	
114	OTHER USES OF FUNDS (8000)											
116	Total Other Uses of Funds ⁹		63,107	0	0	0	0	0	0	0	0	
117	Total Other Sources/Uses of Fund		(63,107)	0	63,107	0	0	0	0	0	0	
118	ESTIMATED ENDING FUND BALANCE (All Sources with Student Activity Funds) as of June 30, 2026		29,654,677	1,963,654	11,016,514	5,036,770	6,747,468	5,172,141	6,725,015	94,145	79,943	
119												
120	SUMMARY OF EXPENDITURES Without Student Activity Funds (by Major Object)											
121												
122	Description	Acct #	(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)	Total By Object
123	Object Name											
124	Salaries	100	61,298,975	3,298,599		89,237		6,000		1,652,807	0	66,345,618
125	Employee Benefits	200	15,944,918	672,327		9,408	3,842,461	0		325,007	0	20,794,121
126	Purchased Services	300	16,902,141	672,695	1,500	7,089,181		3,725,130		2,926,020	1,653,795	32,970,462
127	Supplies & Materials	400	4,156,756	4,373,025		19,774		295,000		5,000	5,000	8,854,555
128	Capital Outlay	500	585,250	303,878		0		0		195,396	0	1,084,524
129	Other Objects	600	14,512,676	6,000	8,864,707	0	0	0		0	0	23,383,383
130	Non-Capitalized Equipment	700	1,143,652	135,000		4,653		0		0	0	1,283,305
131	Termination Benefits	800	137,630	0		0				0		137,630
132	Total Expenditures		114,681,998	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130		5,104,230	1,658,795	154,853,598

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	BEGINNING CASH BALANCE ON HAND (without Student Activity Funds)7 as of July 1, 2025		6,952,677	28,424	152,929	284,870	17,343	2,326,237	337,618	3,505	18,076
4	Total Direct Receipts & Other Sources ⁸		114,710,541	9,481,778	9,344,946	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072
5	OTHER RECEIPTS										
6	Interfund Loans Payable (Loans from Other Funds)	411									
7	Interfund Loans Receivable (Repayment of Loans)	141									
8	Notes and Warrants Payable	433									
9	Other Current Assets	199									
10	Total Other Receipts		0	0	0	0	0	0	0	0	0
11	Total Direct Receipts, Other Sources, & Other Receipts		114,710,541	9,481,778	9,344,946	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072
12	Total Amount Available		121,663,218	9,510,202	9,497,875	6,283,112	4,680,770	5,076,237	1,027,086	3,528,329	546,148
13	Total Direct Disbursements & Other Uses ⁹		114,745,105	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130	0	5,104,230	1,658,795
14	OTHER DISBURSEMENTS										
15	Interfund Loans Receivable (Loans to Other Funds) ¹⁰	141									
16	Interfund Loans Payable (Repayment of Loans)	411									
17	Notes and Warrants Payable	433									
18	Other Current Liabilities	499									
19	Total Other Disbursements		0	0	0	0	0	0	0	0	0
20	Total Direct Disbursements, Other Uses, & Other Disbursements		114,745,105	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130	0	5,104,230	1,658,795
21	ENDING CASH BALANCE ON HAND (without Student Activity Funds) as of June 30, 2026		6,918,113	48,678	631,668	(929,141)	838,309	1,050,107	1,027,086	(1,575,901)	(1,112,647)
22											
23	Activity Funds BEGINNING CASH BALANCE ON HAND7 as of July 1, 2025		98,215								
24	Total Direct Receipts & Other Sources ⁸		0								
25	Total Amount Available		98,215								
26	Total Direct Disbursements & Other Uses ⁹		0								
27	Activity funds ENDING CASH BALANCE ON HAND7 as of June 30, 2026		98,215								
28											
29	Total BEGINNING CASH BALANCE ON HAND (with Student Activity Funds)7 as of July 1, 2025		7,050,892	28,424	152,929	284,870	17,343	2,326,237	337,618	3,505	18,076
30	Total Direct Receipts & Other Sources ⁸		114,710,541	9,481,778	9,344,946	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072
31	Total Other Receipts		0	0	0	0	0	0	0	0	0
32	Total Direct Receipts, Other Sources, & Other Receipts		114,710,541	9,481,778	9,344,946	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072
33	Total Amount Available		121,761,433	9,510,202	9,497,875	6,283,112	4,680,770	5,076,237	1,027,086	3,528,329	546,148
34	Total Direct Disbursements & Other Uses ⁹		114,745,105	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130	0	5,104,230	1,658,795
35	Total Other Disbursements		0	0	0	0	0	0	0	0	0
36	Total Direct Disbursements, Other Uses, & Other Disbursements		114,745,105	9,461,524	8,866,207	7,212,253	3,842,461	4,026,130	0	5,104,230	1,658,795
37	Total ENDING CASH BALANCE ON HAND (with Student Activity Funds)7 as of June 30, 2026		7,016,328	48,678	631,668	(929,141)	838,309	1,050,107	1,027,086	(1,575,901)	(1,112,647)

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
3	RECEIPTS/REVENUES FROM LOCAL SOURCES (1000)										
4	AD VALOREM TAXES LEVIED BY LOCAL EDUCATION AGENCY	1100									
5	Designated Purposes Levies ¹¹ (1110-1120)	-	23,023,536	4,479,287	4,563,100	1,791,715	2,050,000		447,929	3,250,080	447,929
6	Leasing Purposes Levy ¹²	1130	447,928								
7	Special Education Purposes Levy	1140	358,342								
8	FICA and Medicare Only Levies	1150					2,050,000				
9	Area Vocational Construction Purposes Levy	1160									
10	Summer School Purposes Levy	1170									
11	Other Tax Levies <i>(Describe & Itemize)</i>	1190									
12	Total Ad Valorem Taxes Levied by District		23,829,806	4,479,287	4,563,100	1,791,715	4,100,000	0	447,929	3,250,080	447,929
13	PAYMENTS IN LIEU OF TAXES	1200									
14	Mobile Home Privilege Tax	1210	0	0	0	0	1,200		200	0	200
15	Payments from Local Housing Authority	1220	0	0	0	0	0		0	0	0
16	Corporate Personal Property Replacement Taxes ¹³	1230	3,750,000	1,575,890		0	242,618		0	250,000	0
17	Other Payments in Lieu of Taxes <i>(Describe & Itemize)</i>	1290									
18	Total Payments in Lieu of Taxes		3,750,000	1,575,890	0	0	243,818	0	200	250,000	200
19	TUITION	1300									
20	Regular Tuition from Pupils or Parents (In State)	1311	0								
21	Regular Tuition from Other Districts (In State)	1312	0								
22	Regular Tuition from Other Sources (In State)	1313									
23	Regular Tuition from Other Sources (Out of State)	1314									
24	Summer School Tuition from Pupils or Parents (In State)	1321									
25	Summer School Tuition from Other Districts (In State)	1322									
26	Summer School Tuition from Other Sources (In State)	1323									
27	Summer School Tuition from Other Sources (Out of State)	1324									
28	CTE Tuition from Pupils or Parents (In State)	1331									
29	CTE Tuition from Other Districts (In State)	1332									
30	CTE Tuition from Other Sources (In State)	1333									
31	CTE Tuition from Other Sources (Out of State)	1334									
32	Special Education Tuition from Pupils or Parents (In State)	1341									
33	Special Education Tuition from Other Districts (In State)	1342									
34	Special Education Tuition from Other Sources (In State)	1343									
35	Special Education Tuition from Other Sources (Out of State)	1344									
36	Adult Tuition from Pupils or Parents (In State)	1351									
37	Adult Tuition from Other Districts (In State)	1352									
38	Adult Tuition from Other Sources (In State)	1353									
39	Adult Tuition from Other Sources (Out of State)	1354									
40	Total Tuition		0								
41	TRANSPORTATION FEES	1400									
42	Regular Transportation Fees from Pupils or Parents (In State)	1411				0					
43	Regular Transportation Fees from Other Districts (In State)	1412									
44	Regular Transportation Fees from Other Sources (In State)	1413									
45	Regular Transportation Fees from Co-curricular Activities (In State)	1415									
46	Regular Transportation Fees from Other Sources (Out of State)	1416									
47	Summer School Transportation Fees from Pupils or Parents (In State)	1421									
48	Summer School Transportation Fees from Other Districts (In State)	1422									
49	Summer School Transportation Fees from Other Sources (In State)	1423									
50	Summer School Transportation Fees from Other Sources (Out of State)	1424									
51	CTE Transportation Fees from Pupils or Parents (In State)	1431									
52	CTE Transportation Fees from Other Districts (In State)	1432									
53	CTE Transportation Fees from Other Sources (In State)	1433									
54	CTE Transportation Fees from Other Sources (Out of State)	1434									
55	Special Education Transportation Fees from Pupils or Parents (In State)	1441									
56	Special Education Transportation Fees from Other Districts (In State)	1442									

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
57	Special Education Transportation Fees from Other Sources (In State)	1443									
58	Special Education Transportation Fees from Other Sources (Out of State)	1444									
59	Adult Transportation Fees from Pupils or Parents (In State)	1451									
60	Adult Transportation Fees from Other Districts (In State)	1452									
61	Adult Transportation Fees from Other Sources (In State)	1453									
62	Adult Transportation Fees from Other Sources (Out of State)	1454									
63	Total Transportation Fees					0					
64	EARNINGS ON INVESTMENTS	1500									
65	Interest on Investments	1510	1,579,623	66,138	468,739	193,860	319,609	0	241,339	24,744	79,943
66	Gain or Loss on Sale of Investments	1520									
67	Unrealized Gain or Loss on Investments	1530									
68	Total Earnings on Investments		1,579,623	66,138	468,739	193,860	319,609	0	241,339	24,744	79,943
69	FOOD SERVICE	1600									
70	Sales to Pupils - Lunch	1611	0								
71	Sales to Pupils - Breakfast	1612									
72	Sales to Pupils - A la Carte	1613	40,000								
73	Sales to Pupils - Other (Describe & Itemize)	1614									
74	Sales to Adults	1620	3,800								
75	Other Food Service (Describe & Itemize)	1690	2,000								
76	Total Food Service		45,800								
77	DISTRICT/SCHOOL ACTIVITY INCOME	1700									
78	Admissions - Athletic	1711									
79	Admissions - Other	1719									
80	Fees	1720									
81	Book Store Sales	1730	0								
82	Other District/School Activity Revenue (Describe & Itemize)	1790	0								
83	Student Activity Fund Revenues	1799									
84	Total District/School Activity Income (without Student Activity Funds 1799)		0	0							
85	Total District/School Activity Income (with Student Activity Funds 1799)		0								
86	TEXTBOOK INCOME	1800									
87	Textbook Rentals - Regular Textbooks	1811									
88	Textbook Rentals - Summer School Textbooks	1812									
89	Textbook Rentals - Adult/Continuing Education Textbooks	1813									
90	Textbook Rentals - Other (Describe & Itemize)	1819	0								
91	Textbook Sales - Regular Textbooks	1821									
92	Textbook Sales - Summer School	1822									
93	Textbook Sales - Adult/Continuing Education	1823									
94	Textbook Sales - Other (Describe & Itemize)	1829	0								
95	Other Textbook Income (Describe & Itemize)	1890									
96	Total Textbooks		0								
97	OTHER REVENUE FROM LOCAL SOURCES	1900									
98	Rentals	1910	125,000	0							
99	Contributions and Donations from Private Sources	1920	176,395								
100	Impact Fees from Municipal or County Governments	1930		0							
101	Services Provided Other Districts	1940	150,000	0		0					
102	Refund of Prior Years' Expenditures	1950									
103	Payments of Surplus Moneys from TIF Districts	1960									
104	Drivers' Education Fees	1970									
105	Proceeds from Vendors' Contracts	1980									
106	School Facility Occupation Tax Proceeds	1983	0		4,250,000			2,750,000			
107	Payment from Other Districts	1991									
108	Sale of Vocational Projects	1992									
109	Other Local Fees (Describe & Itemize)	1993	40,000	0		0	0			0	0
110	Other Local Revenues (Describe & Itemize)	1999	5,500								
111	Total Other Revenue from Local Sources		496,895	0	4,250,000	0	0	2,750,000	0	0	0

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
112	Total Receipts/Revenues from Local Sources (without Student Activity Funds 1799)	1000	29,702,124	6,121,315	9,281,839	1,985,575	4,663,427	2,750,000	689,468	3,524,824	528,072
113	Total Receipts/Revenues from Local Sources (with Student Activity Funds 1799)		29,702,124								
114	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT (2000)										
115	Flow-Through Revenue from State Sources	2100	0								
116	Flow-Through Revenue from Federal Sources	2200									
117	Other Flow-Through Revenue (Describe & Itemize)	2300									
118	Total Flow-Through Receipts/Revenues From One District to Another District	2000	0	0		0	0				
119	RECEIPTS/REVENUES FROM STATE SOURCES (3000)										
120	UNRESTRICTED GRANTS-IN-AID (3001-3099)										
121	Evidence Based Funding Formula (Section 18-8.15)	3001	58,985,374	3,360,463		500,000				0	
122	Reorganization Incentives (Accounts 3005-3021)	3005									
123	Other Unrestricted Grants-In-Aid From State Sources (Describe & Itemize)	3099									
124	Total Unrestricted Grants-In-Aid		58,985,374	3,360,463	0	500,000	0	0		0	0
125	RESTRICTED GRANTS-IN-AID (3100-3900)										
126	SPECIAL EDUCATION										
127	Special Education - Private/Public Facility Tuition	3100	500,000								
128	Special Education - Orphanage - Individual	3120	450,000								
129	Special Education - Orphanage - Summer Individual	3130	0								
130	Special Education - Other (Describe & Itemize)	3199	0								
131	Total Special Education		950,000	0		0					
132	CAREER AND TECHNICAL EDUCATION (CTE)										
133	CTE - Technical Education - Tech Prep	3200									
134	CTE - Secondary Program Improvement (CTEI)	3220									
135	CTE - WECEP	3225									
136	CTE - Agriculture Education	3235	69,000								
137	CTE - Instructor Practicum	3240									
138	CTE - Student Organizations	3270									
139	CTE - Other (Describe & Itemize)	3299									
140	Total Career and Technical Education		69,000	0			0				
141	State Free Lunch & Breakfast	3360	45,000								
142	School Breakfast Initiative	3365									
143	Driver Education	3370									
144	Adult Education (from ICCB)	3410									
145	Adult Education - Other (Describe & Itemize)	3499									
146	TRANSPORTATION										
147	Transportation - Regular and Vocational	3500				2,100,000					
148	Transportation - Special Education	3510	0			1,100,000					
149	Transportation - Other (Describe & Itemize)	3599	0								
150	Total Transportation		0	0		3,200,000	0				
151	Learning Improvement - Change Grants	3610									
152	Scientific Literacy	3660									
153	Truant Alternative/Optional Education	3695									
154	Early Childhood - Block Grant	3705	1,877,845			312,667					
155	Chicago General Education Block Grant	3766									
156	Chicago Educational Services Block Grant	3767									
157	School Safety & Educational Improvement Block Grant	3775									
158	Technology - Technology for Success	3780									
159	State Charter Schools	3815									
160	Extended Learning Opportunities - Summer Bridges	3825	0			0					
161	Infrastructure Improvements - Planning/Construction	3920									

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
162	School Infrastructure - Maintenance Projects	3925									
163	Other Restricted Revenue from State Sources <i>(Describe & Itemize)</i>	3999	545,221								
164	Total Restricted Grants-In-Aid		3,487,066	0	0	3,512,667	0	0	0	0	0
165	Total Receipts/Revenues from State Sources	3000	62,472,440	3,360,463	0	4,012,667	0	0	0	0	0
166	RECEIPTS/REVENUES FROM FEDERAL SOURCES (4000)										
167	UNRESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT. (4001-4009)										
168	Federal Impact Aid	4001									
169	Other Unrestricted Grants-In-Aid Received from Fed. Govt. <i>(Describe & Itemize)</i>	4009		0							0
170	Total Unrestricted Grants-In-Aid Received Directly from Fed Govt		0	0	0	0	0	0	0	0	0
171	RESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT (4045-4090)										
172	Head Start	4045									
173	Construction (Impact Aid)	4050									
174	MAGNET	4060									
175	Other Restricted Grants-In-Aid Received from Fed. Govt. <i>(Describe & Itemize)</i>	4090									
176	Total Restricted Grants-In-Aid Received Directly from Federal Govt.		0	0		0	0	0			0
177	RESTRICTED GRANTS-IN-AID RECEIVED FROM FEDERAL GOVT. THRU THE STATE (4100-4999)										
178	TITLE V										
179	Title V - Flexibility and Accountability	4100									
180	Title V - SEA Projects	4105									
181	Title V - Rural Education Initiative (REI)	4107									
182	Title V - Other <i>(Describe & Itemize)</i>	4199									
183	Total Title V		0	0		0	0				
184	FOOD SERVICE										
185	Breakfast Start-Up Expansion	4200	10,000								
186	National School Lunch Program	4210	3,275,000								
187	Special Milk Program	4215									
188	School Breakfast Program	4220	1,857,000								
189	Summer Food Service Admin/Program	4225									
190	Child and Adult Care Food Program	4226	325,000								
191	Fresh Fruit and Vegetables	4240									
192	Food Service - Other <i>(Describe & Itemize)</i>	4299									
193	Total Food Service		5,467,000				0				
194	TITLE I										
195	Title I - Low Income	4300	8,063,266								
196	Title I - Low Income - Neglected, Private	4305	0								
197	Title I - Migrant Education	4340	0								
198	Title I - Other <i>(Describe & Itemize)</i>	4399	678,390								
199	Total Title I		8,741,656	0		0	0				
200	TITLE IV										
201	Title IV - Student Support & Academic Enrichment Grant	4400									
202	Title IV - Part A – Student Support & Academic Enrichment Grants Safe and Drug Free Schools	4415	0								
203	Title IV - 21st Century	4421									
204	Title IV - Other <i>(Describe & Itemize)</i>	4499									
205	Total Title IV		0	0		0	0				
206	FEDERAL - SPECIAL EDUCATION										
207	Federal Special Education - Preschool Flow-Through	4600									
208	Federal Special Education - Preschool Discretionary	4605									
209	Federal Special Education - IDEA Flow Through	4620	2,368,000								
210	Federal Special Education - IDEA Room & Board	4625									

	A	B	C	D	E	F	G	H	I	J	K
1			(10)	(20)	(30)	(40)	(50)	(60)	(70)	(80)	(90)
2	Description: Enter Whole Numbers Only	Acct #	Educational	Operations & Maintenance	Debt Service	Transportation	Municipal Retirement/ Social Security	Capital Projects	Working Cash	Tort	Fire Prevention & Safety
211	Federal Special Education - IDEA Discretionary	4630									
212	Federal Special Education - IDEA - Other <i>(Describe & Itemize)</i>	4699									
213	Total Federal Special Education		2,368,000	0		0	0				
214	CTE - PERKINS										
215	CTE - Perkins-Title III E Tech Prep	4770									
216	CTE - Other <i>(Describe & Itemize)</i>	4799	0								
217	Total CTE - Perkins		0	0			0				
218	Federal - Adult Education	4810									
219	Qualified Zone Academy Bond Tax Credits	4866									
220	Qualified School Construction Bond Credits	4867									
221	Build America Bond Tax Credits	4868									
222	Build America Bond Interest Reimbursement	4869									
223	Total Stimulus Programs		0	0	0	0	0	0		0	0
224	Race to the Top Program	4901									
225	Race to the Top - Preschool Expansion Grant	4902									
226	Title III - Instruction for English Learners & Immigrant Students	4905									
227	Title III - English Language Acquisition	4909	26,649								
228	McKinney Education for Homeless Children	4920									
229	Title II - Eisenhower - Professional Development Formula	4930									
230	Title II - Teacher Quality	4932	532,251								
231	Title II - Part A – Supporting Effective Instruction – State Grants	4935									
232	Federal Charter Schools	4960									
233	State Assessment Grants	4981									
234	Grant for State Assessments and Related Activities	4982									
235	Medicaid Matching Funds - Administrative Outreach	4991	150,000								
236	Medicaid Matching Funds - Fee-For-Service Program	4992									
237	Other Restricted Grants Received from Fed. Govt. thru State <i>(Describe & Itemize)</i>	4998	5,250,421								
238	Total Restricted Grants-In-Aid Received from Federal Govt. Thru the State		22,535,977	0	0	0	0	0		0	0
239	TOTAL RECEIPTS/REVENUES FROM FEDERAL SOURCES	4000	22,535,977	0	0	0	0	0	0	0	0
240	TOTAL DIRECT RECEIPTS/REVENUES (without Student Activity Funds 1799)		114,710,541	9,481,778	9,281,839	5,998,242	4,663,427	2,750,000	689,468	3,524,824	528,072
241	TOTAL DIRECT RECEIPTS/REVENUES (with Student Activity Funds 1799)		114,710,541								

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2			Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
3			10 - EDUCATIONAL FUND (ED)								
4	INSTRUCTION (ED)	1000									
5	Regular Programs	1100	23,562,222	7,386,468	777,747	1,709,292	35,800	7,100	12,800		33,491,429
6	Tuition Payment to Charter Schools	1115			4,600,000						4,600,000
7	Pre-K Programs	1125	1,389,683	346,136	11,000	215,309	0		77,652		2,039,780
8	Special Education Programs (Functions 1200 - 1220)	1200	4,564,184	1,477,268	152,500	112,628	4,500	55,000	1,000		6,367,080
9	Special Education Programs Pre-K	1225			0	0	0		0		0
10	Remedial and Supplemental Programs K-12	1250	3,508,103	882,849	25,089	243,547					4,659,588
11	Remedial and Supplemental Programs Pre-K	1275									0
12	Adult/Continuing Education Programs	1300									0
13	CTE Programs	1400	267,130	82,626	14,000	10,000	2,500		4,000		380,256
14	Interscholastic Programs	1500	926,855	37,047	306,695	280,225	23,750	39,925	1,800		1,616,297
15	Summer School Programs	1600	2,190	28							2,218
16	Gifted Programs	1650									0
17	Driver's Education Programs	1700			0	3,850	0	0			3,850
18	Bilingual Programs	1800	374,070	105,303	0	11,000	0		0		490,373
19	Truant Alternative & Optional Programs	1900	755,926	162,780	2,362	2,412	3,000		0		926,480
20	Pre-K Programs - Private Tuition	1910									0
21	Regular K-12 Programs Private Tuition	1911						0			
22	Special Education Programs K-12 Private Tuition	1912						0			
23	Special Education Programs Pre-K Tuition	1913						0			
24	Remedial/Supplemental Programs K-12 Private Tuition	1914						0			
25	Remedial/Supplemental Programs Pre-K Private Tuition	1915						0			
26	Adult/Continuing Education Programs Private Tuition	1916						0			
27	CTE Programs Private Tuition	1917						0			
28	Interscholastic Programs Private Tuition	1918						0			
29	Summer School Programs Private Tuition	1919						0			
30	Gifted Programs Private Tuition	1920						0			
31	Bilingual Programs Private Tuition	1921						0			
32	Truants Alternative/Opt Ed Programs Private Tuition	1922						0			
33	Student Activity Fund Expenditures	1999						0			
34	Total Instruction ¹⁴ (Without Student Activity Funds 1999)	1000	35,350,363	10,480,505	5,889,393	2,588,263	69,550	102,025	97,252	0	54,577,351
35	Total Instruction (With Student Activity Funds 1999)	1000	35,350,363	10,480,505	5,889,393	2,588,263	69,550	102,025	97,252	0	54,577,351
36	SUPPORT SERVICES (ED)	2000									
37	Support Services - Pupil	2100									
38	Attendance & Social Work Services	2110	2,432,373	533,909	5,300	5,000	2,500	500	2,000	126,630	3,108,212
39	Guidance Services	2120	1,376,504	333,705	39,700	25,250		1,000	4,000		1,780,159
40	Health Services	2130	980,564	262,709	74,340	27,100	32,000	500	21,500	0	1,398,713
41	Psychological Services	2140									0
42	Speech Pathology & Audiology Services	2150									0
43	Other Support Services - Pupils (Describe & Itemize)	2190	922,128	198,977	2,200	8,000					1,131,305
44	Total Support Services - Pupil	2100	5,711,569	1,329,300	121,540	65,350	34,500	2,000	27,500	126,630	7,418,389
45	Support Services - Instructional Staff	2200									
46	Improvement of Instruction Services	2210	1,640,742	380,827	700,783	277,700	7,500	559,221	1,000	0	3,567,773
47	Educational Media Services	2220	1,346,646	317,788	96,787	49,416	0	0	5,200	0	1,815,837
48	Assessment & Testing	2230			144,500	24,732					169,232
49	Total Support Services - Instructional Staff	2200	2,987,388	698,615	942,070	351,848	7,500	559,221	6,200	0	5,552,842
50	Support Services - General Administration	2300									
51	Board of Education Services	2310			587,000	14,000	0	28,000	2,000		631,000
52	Executive Administration Services	2320	1,673,799	315,048	388,000	75,000	0	8,000	2,000	0	2,461,847
53	Special Area Administration Services	2330	269,359	118,978	1,100	14,000			0		403,437
54	Tort Immunity Services	2361, 2365									0
55	Total Support Services - General Administration	2300	1,943,158	434,026	976,100	103,000	0	36,000	4,000	0	3,496,284
56	Support Services - School Administration	2400									
57	Office of the Principal Services	2410	6,075,293	1,374,743	116,325	174,483	4,700	38,850	13,200	1,000	7,798,594
58	Other Support Services - School Administration (Describe & Itemize)	2490	81,454	24,365							105,819
59	Total Support Services - School Administration	2400	6,156,747	1,399,108	116,325	174,483	4,700	38,850	13,200	1,000	7,904,413
60	Support Services - Business	2500									

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
61	Direction of Business Support Services	2510	383,639	70,704	2,050	1,000	3,000	2,500	0	0	462,893
62	Fiscal Services	2520	602,166	73,325	269,600	18,000	0	0	6,000	0	969,091
63	Operation & Maintenance of Plant Services	2540	4,487,576	830,747	528,770	37,250	20,000	1,165	0	10,000	5,915,508
64	Pupil Transportation Services	2550	51,741	14,707	83,840		0			0	150,288
65	Food Services	2560	345		5,097,386	234,000	365,000	0	35,000		5,731,731
66	Internal Services	2570	445,946	80,808	5,800	22,500	25,000	315	1,500	0	581,869
67	Total Support Services - Business	2500	5,971,413	1,070,291	5,987,446	312,750	413,000	3,980	42,500	10,000	13,811,380
68	Support Services - Central	2600									
69	Direction of Central Support Services	2610									0
70	Planning, Research, Development & Evaluation Services	2620	352,615	38,069	196,250	5,000	3,000	350	3,000		598,284
71	Information Services	2630	93,759	21,423	409,000	43,000	11,000	2,000	0	0	580,182
72	Staff Services	2640	612,892	106,832	583,150	20,000	0	21,250	10,000	0	1,354,124
73	Data Processing Services	2660	922,797	131,082	1,617,000	422,000	41,000	2,000	925,000	0	4,060,879
74	Total Support Services - Central	2600	1,982,063	297,406	2,805,400	490,000	55,000	25,600	938,000	0	6,593,469
75	Other Support Services - Misc. (Describe & Itemize)	2900	68,000	33,530	0						101,530
76	Total Support Services	2000	24,820,338	5,262,276	10,948,881	1,497,431	514,700	665,651	1,031,400	137,630	44,878,307
77	COMMUNITY SERVICES (ED)	3000	1,128,274	202,137	63,867	71,062	1,000	0	15,000		1,481,340
78	PAYMENTS TO OTHER DIST & GOVT UNITS (ED)	4000									
79	Payments to Other Dist & Govt Units (In-State)	4100									
80	Payments for Regular Programs	4110									0
81	Payments for Special Education Programs	4120									0
82	Payments for Adult/Continuing Education Programs	4130									0
83	Payments for CTE Programs	4140									0
84	Payments for Community College Programs	4170									0
85	Other Payments to In-State Govt Units - Programs (Describe & Itemize)	4190			0			200,000			200,000
86	Total Payments to Other Dist & Govt Units (In-State)	4100			0			200,000			200,000
87	Payments for Regular Programs - Tuition	4210						135,000			135,000
88	Payments for Special Education Programs - Tuition	4220						13,250,000			13,250,000
89	Payments for Adult/Continuing Education Programs - Tuition	4230									0
90	Payments for CTE Programs - Tuition	4240						0			0
91	Payments for Community College Programs - Tuition	4270						160,000			160,000
92	Payments for Other Programs - Tuition	4280									0
93	Other Payments to In-State Govt Units - Tuition (Describe & Itemize)	4290									0
94	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						13,545,000			13,545,000
95	Payments for Regular Programs - Transfers	4310									0
96	Payments for Special Education Programs - Transfers	4320									0
97	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
98	Payments for CTE Programs - Transfers	4340									0
99	Payments for Community College Program - Transfers	4370									0
100	Payments for Other Programs - Transfers	4380									0
101	Other Payments to In-State Govt Units - Transfers (Describe & Itemize)	4390									0
102	Total Payments to Other Dist & Govt Units-Transfers (In State)	4300			0			0			0
103	Payments to Other Dist & Govt Units (Out of State)	4400									0
104	Total Payments to Other Dist & Govt Units	4000			0			13,745,000			13,745,000
105	DEBT SERVICE (ED)	5000									
106	Debt Service - Interest on Short-Term Debt	5100									
107	Tax Anticipation Warrants	5110									0
108	Tax Anticipation Notes	5120									0
109	Corporate Personal Property Repl Tax Anticipated Notes	5130									0
110	State Aid Anticipation Certificates	5140									0
111	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
112	Total Debt Service - Interest on Short-Term Debt	5100						0			0
113	Debt Service - Interest on Long-Term Debt	5200									0
114	Total Debt Service	5000						0			0
115	PROVISION FOR CONTINGENCIES (ED)	6000									0
116	Total Direct Disbursements/Expenditures (without Student Activity Funds (1999))		61,298,975	15,944,918	16,902,141	4,156,756	585,250	14,512,676	1,143,652	137,630	114,681,998
117	Total Direct Disbursements/Expenditures (with Student Activity Funds (1999))		61,298,975	15,944,918	16,902,141	4,156,756	585,250	14,512,676	1,143,652	137,630	114,681,998

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
118	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (without Student Activity Funds 1999)										28,543
119	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (with Student Activity Funds 1999)										28,543
120											
121	20 - OPERATIONS AND MAINTENANCE FUND (O&M)										
122	SUPPORT SERVICES (O&M)	2000									
123	Support Services - Pupil	2100									
124	Other Support Services - Pupils <i>(Describe & Itemize)</i>	2190									0
125	Support Services - Business	2500									
126	Direction of Business Support Services	2510									0
127	Facilities Acquisition & Construction Services	2530			91,000	29,000	0	0	5,000		125,000
128	Operation & Maintenance of Plant Services	2540	3,298,599	672,327	581,695	4,344,025	303,878	6,000	130,000		9,336,524
129	Pupil Transportation Services	2550									0
130	Food Services	2560									0
131	Total Support Services - Business	2500	3,298,599	672,327	672,695	4,373,025	303,878	6,000	135,000	0	9,461,524
132	Other Support Services - Misc. <i>(Describe & Itemize)</i>	2900									0
133	Total Support Services	2000	3,298,599	672,327	672,695	4,373,025	303,878	6,000	135,000	0	9,461,524
134	COMMUNITY SERVICES (O&M)	3000									0
135	PAYMENTS TO OTHER DIST & GOVT UNITS (O&M)	4000									
136	Payments to Other Dist & Govt Units (In-State)	4100									
137	Payments for Regular Programs	4110									0
138	Payments for Special Education Programs	4120									0
139	Payments for CTE Program	4140									0
140	Other Payments to In-State Govt Units - Programs <i>(Describe & Itemize)</i>	4190									0
141	Total Payments to Other Dist & Govt Units (In-State)	4100			0			0			0
142	Payments to Other Dist & Govt Units (Out of State) ¹⁴	4400									0
143	Total Payments to Other Dist & Govt Unit	4000			0			0			0
144	DEBT SERVICE (O&M)	5000									
145	Debt Service - Interest on Short-Term Debt	5100									
146	Tax Anticipation Warrants	5110									0
147	Tax Anticipation Notes	5120									0
148	Corporate Personal Prop Repl Tax Anticipated Notes	5130									0
149	State Aid Anticipation Certificates	5140									0
150	Other Interest on Short-Term Debt <i>(Describe & Itemize)</i>	5150									0
151	Total Debt Service - Interest on Short-Term Debt	5100						0			0
152	Debt Service - Interest on Long-Term Debt	5200									0
153	Total Debt Service	5000						0			0
154	PROVISION FOR CONTINGENCIES (O&M)	6000									0
155	Total Direct Disbursements/Expenditures		3,298,599	672,327	672,695	4,373,025	303,878	6,000	135,000	0	9,461,524
156	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										20,254
157											
158	30 - DEBT SERVICE FUND (DS)										
159	PAYMENTS TO OTHER DIST & GOVT UNITS (DS)	4000									
160	Payments to Other Dist & Govt Units (In-State)	4100									
161	Payments for Regular Programs	4110									0
162	Payments for Special Education Programs	4120									0
163	Other Payments to In-State Govt Units - Programs <i>(Describe & Itemize)</i>	4190									0
164	Total Payments to Other Dist & Govt Units (In-State)	4000						0			0
165	DEBT SERVICE (DS)	5000									
166	Debt Service - Interest on Short-Term Debt	5100									
167	Tax Anticipation Warrants	5110									0
168	Tax Anticipation Notes	5120									0
169	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
170	State Aid Anticipation Certificates	5140									0
171	Other Interest on Short-Term Debt <i>(Describe & Itemize)</i>	5150									0
172	Total Debt Service - Interest On Short-Term Debt	5100						0			0

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
173	Debt Service - Interest on Long-Term Debt	5200						4,736,600			4,736,600
174	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired) (Describe & Itemize)	5300						4,128,107			4,128,107
175	Debt Service - Other (Describe & Itemize)	5400			1,500						1,500
176	Total Debt Service	5000			1,500			8,864,707			8,866,207
177	PROVISION FOR CONTINGENCIES (DS)	6000									0
178	Total Direct Disbursements/Expenditures				1,500			8,864,707			8,866,207
179	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										415,632
180											
181	40 - TRANSPORTATION FUND (TR)										
182	SUPPORT SERVICES (TR)	2000									
183	Support Services - Pupils	2100									
184	Other Support Services - Pupils (Describe & Itemize)	2190									0
185	Support Services - Business										
186	Pupil Transportation Services	2550	89,237	9,408	7,086,459	19,774			4,653		7,209,531
187	Other Support Services - Business (Describe & Itemize)	2900									0
188	Total Support Services	2000	89,237	9,408	7,086,459	19,774	0	0	4,653	0	7,209,531
189	COMMUNITY SERVICES (TR)	3000									0
190	PAYMENTS TO OTHER DIST & GOVT UNITS (TR)	4000									
191	Payments to Other Dist & Govt Units (In-State)	4100									
192	Payments for Regular Program	4110			2,722						2,722
193	Payments for Special Education Programs	4120									0
194	Payments for Adult/Continuing Education Programs	4130									0
195	Payments for CTE Programs	4140									0
196	Payments for Community College Programs	4170									0
197	Other Payments to In-State Govt Units - Programs (Describe & Itemize)	4190									0
198	Total Payments to Other Dist & Govt Units (In-State)	4100			2,722			0			2,722
199	Payments to Other Dist & Govt Units (Out-of-State) (Describe & Itemize)	4400									0
200	Total Payments to Other Dist & Govt Units	4000			2,722			0			2,722
201	DEBT SERVICE (TR)	5000									
202	Debt Service - Interest on Short-Term Debt	5100									
203	Tax Anticipation Warrants	5110									0
204	Tax Anticipation Notes	5120									0
205	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
206	State Aid Anticipation Certificates	5140									0
207	Other Interest on Short-Term Debt (Describe & Itemize)	5150									0
208	Total Debt Service - Interest On Short-Term Debt	5100						0			0
209	Debt Service - Interest on Long-Term Debt	5200									0
210	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired) (Describe & Itemize)	5300									0
211	Debt Service - Other (Describe & Itemize)	5400									0
212	Total Debt Service	5000						0			0
213	PROVISION FOR CONTINGENCIES (TR)	6000									0
214	Total Direct Disbursements/Expenditures		89,237	9,408	7,089,181	19,774	0	0	4,653	0	7,212,253
215	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(1,214,011)
216											
217	50 - MUNICIPAL RETIREMENT/SOC SEC FUND (MR/SS)										
218	INSTRUCTION (MR/SS)	1000									
219	Regular Program	1100		697,871							697,871
220	Pre-K Programs	1125		30,898							30,898
221	Special Education Programs (Functions 1200-1220)	1200		122,556							122,556
222	Special Education Programs Pre-K	1225									0
223	Remedial and Supplemental Programs K-12	1250		158,928							158,928
224	Remedial and Supplemental Programs Pre-K	1275									0
225	Adult/Continuing Education Programs	1300									0
226	CTE Programs	1400		8,055							8,055

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
227	Interscholastic Programs	1500		49,754							49,754
228	Summer School Programs	1600		32							32
229	Gifted Programs	1650									0
230	Driver's Education Programs	1700									0
231	Bilingual Programs	1800		8,215							8,215
232	Truant Alternative & Optional Programs	1900		85,881							85,881
233	Total Instruction	1000		1,162,190							1,162,190
234	SUPPORT SERVICES (MR/SS)	2000									
235	Support Services - Pupil	2100									
236	Attendance & Social Work Services	2110		62,312							62,312
237	Guidance Services	2120		90,821							90,821
238	Health Services	2130		97,410							97,410
239	Psychological Services	2140									0
240	Speech Pathology & Audiology Services	2150									0
241	Other Support Services - Pupils <i>(Describe & Itemize)</i>	2190		135,164							135,164
242	Total Support Services - Pupil	2100		385,707							385,707
243	Support Services - Instructional Staff	2200									
244	Improvement of Instruction Services	2210		32,239							32,239
245	Educational Media Services	2220		48,531							48,531
246	Assessment & Testing	2230									0
247	Total Support Services - Instructional Staff	2200		80,770							80,770
248	Support Services - General Administration	2300									
249	Board of Education Services	2310									0
250	Executive Administration Services	2320		69,020							69,020
251	Special Area Administrative Services	2330		18,242							18,242
252	Claims Paid from Self Insurance Fund	2361									0
253	Risk Management and Claims Services Payments	2365									0
254	Total Support Services - General Administration	2300		87,262							87,262
255	Support Services - School Administration	2400									
256	Office of the Principal Services	2410		340,210							340,210
257	Other Support Services - School Administration <i>(Describe & Itemize)</i>	2490		6,231							6,231
258	Total Support Services - School Administration	2400		346,441							346,441
259	Support Services - Business	2500									
260	Direction of Business Support Services	2510		30,710							30,710
261	Fiscal Services	2520		83,891							83,891
262	Facilities Acquisition & Construction Services	2530		459							459
263	Operation & Maintenance of Plant Service	2540		1,290,297							1,290,297
264	Pupil Transportation Services	2550		19,497							19,497
265	Food Services	2560		45							45
266	Internal Services	2570		62,360							62,360
267	Total Support Services - Business	2500		1,487,259							1,487,259
268	Support Services - Central	2600									
269	Direction of Central Support Services	2610									0
270	Planning, Research, Development & Evaluation Services	2620		6,285							6,285
271	Information Services	2630		12,737							12,737
272	Staff Services	2640		82,669							82,669
273	Data Processing Services	2660		129,239							129,239
274	Total Support Services - Central	2600		230,930							230,930
275	Other Support Services - Misc. <i>(Describe & Itemize)</i>	2900		837							837
276	Total Support Services	2000		2,619,206							2,619,206
277	COMMUNITY SERVICES (MR/SS)	3000		61,065							61,065
278	PAYMENTS TO OTHER DIST & GOVT UNITS (MR/SS)	4000									
279	Payments for Regular Programs	4110									0
280	Payments for Special Education Programs	4120									0
281	Payments for CTE Programs	4140									0
282	Total Payments to Other Dist & Govt Units	4000		0							0
283	DEBT SERVICE (MR/SS)	5000									
284	Debt Service - Interest on Short-Term Debt	5100									

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
285	Tax Anticipation Warrants	5110									0
286	Tax Anticipation Notes	5120									0
287	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
288	State Aid Anticipation Certificates	5140									0
289	Other Interest on Short-Term Debt <i>(Describe & Itemize)</i>	5150									0
290	Total Debt Service	5000						0			0
291	PROVISION FOR CONTINGENCIES (MR/SS)	6000									0
292	Total Direct Disbursements/Expenditures			3,842,461				0			3,842,461
293	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										820,966
294											
295	60 - CAPITAL PROJECTS (CP)										
296	SUPPORT SERVICES (CP)	2000									
297	Support Services - Business										
298	Facilities Acquisition & Construction Services	2530	6,000		3,725,130	295,000	0		0		4,026,130
299	Other Support Services - Business <i>(Describe & Itemize)</i>	2900									0
300	Total Support Services	2000	6,000	0	3,725,130	295,000	0	0	0		4,026,130
301	PAYMENTS TO OTHER DIST & GOVT UNITS (CP)	4000									
302	Payments to Other Dist & Govt Units (In-State)	4100									
303	Payments to Regular Programs	4110									0
304	Payment for Special Education Programs	4120									0
305	Payment for CTE Programs	4140									0
306	Payments to Other Govt Units - Programs (In-State) <i>(Describe & Itemize)</i>	4190									0
307	Total Payments to Other Districts & Govt Units	4000			0			0			0
308	PROVISION FOR CONTINGENCIES (CP)	6000									0
309	Total Direct Disbursements/Expenditures		6,000	0	3,725,130	295,000	0	0	0		4,026,130
310	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(1,276,130)
311											
312	70 WORKING CASH FUND (WC)										
313											
314	80 - TORT FUND (TF)										
315	INSTRUCTION (TF)	1000									
316	Regular Programs	1100									0
317	Tuition Payment to Charter Schools	1115									0
318	Pre-K Programs	1125									0
319	Special Education Programs (Functions 1200 - 1220)	1200									0
320	Special Education Programs Pre-K	1225									0
321	Remedial and Supplemental Programs K-12	1250									0
322	Remedial and Supplemental Programs Pre-K	1275									0
323	Adult/Continuing Education Programs	1300									0
324	CTE Programs	1400									0
325	Interscholastic Programs	1500									0
326	Summer School Programs	1600									0
327	Gifted Programs	1650									0
328	Driver's Education Programs	1700									0
329	Bilingual Programs	1800									0
330	Truant Alternative & Optional Programs	1900									0
331	Pre-K Programs - Private Tuition	1910									0
332	Regular K-12 Programs Private Tuition	1911									0
333	Special Education Programs K-12 Private Tuition	1912									0
334	Special Education Programs Pre-K Tuition	1913									0
335	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
336	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
337	Adult/Continuing Education Programs Private Tuition	1916									0
338	CTE Programs Private Tuition	1917									0
339	Interscholastic Programs Private Tuition	1918									0
340	Summer School Programs Private Tuition	1919									0
341	Gifted Programs Private Tuition	1920									0
342	Bilingual Programs Private Tuition	1921									0

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
343	Truants Alternative/Opt Ed Programs Private Tuition	1922									0
344	Total Instruction¹⁴	1000	0	0	0	0	0	0	0	0	0
345	SUPPORT SERVICES (TF)	2000									
346	Support Services - Pupil	2100									
347	Attendance & Social Work Services	2110									0
348	Guidance Services	2120									0
349	Health Services	2130	52,527	14,324		0			0		66,851
350	Psychological Services	2140									0
351	Speech Pathology & Audiology Services	2150									0
352	Other Support Services - Pupils <i>(Describe & Itemize)</i>	2190				0					0
353	Total Support Services - Pupil	2100	52,527	14,324	0	0	0	0	0	0	66,851
354	Support Services - Instructional Staff	2200									
355	Improvement of Instruction Services	2210									0
356	Educational Media Services	2220									0
357	Assessment & Testing	2230									0
358	Total Support Services - Instructional Staff	2200	0	0	0	0	0	0	0	0	0
359	Support Services - General Administration	2300									
360	Board of Education Services	2310									0
361	Executive Administration Services	2320	4,760	736						0	5,496
362	Special Area Administration Services	2330									0
363	Claims Paid from Self Insurance Fund	2361									0
364	Risk Management and Claims Services Payments	2365			1,813,382	0			0		1,813,382
365	Total Support Services - General Administration	2300	4,760	736	1,813,382	0	0	0	0	0	1,818,878
366	Support Services - School Administration	2400									
367	Office of the Principal Services	2410	35,320	7,884							43,204
368	Other Support Services - School Administration <i>(Describe & Itemize)</i>	2490									0
369	Total Support Services - School Administration	2400	35,320	7,884	0	0	0	0	0	0	43,204
370	Support Services - Business	2500									
371	Direction of Business Support Services	2510	9,711	2,410				0			12,121
372	Fiscal Services	2520									0
373	Facilities Acquisition & Construction Services	2530									0
374	Operation & Maintenance of Plant Services	2540	1,550,489	299,653	242,900	5,000	195,396				2,293,438
375	Pupil Transportation Services	2550									0
376	Food Services	2560									0
377	Internal Services	2570									0
378	Total Support Services - Business	2500	1,560,200	302,063	242,900	5,000	195,396	0	0	0	2,305,559
379	Support Services - Central	2600									
380	Direction of Central Support Services	2610			64,000						64,000
381	Planning, Research, Development & Evaluation Services	2620									0
382	Information Services	2630									0
383	Staff Services	2640									0
384	Data Processing Services	2660									0
385	Total Support Services - Central	2600	0	0	64,000	0	0	0	0	0	64,000
386	Other Support Services - Misc. <i>(Describe & Itemize)</i>	2900									0
387	Total Support Services	2000	1,652,807	325,007	2,120,282	5,000	195,396	0	0	0	4,298,492
388	COMMUNITY SERVICES (TF)	3000									0
389	PAYMENTS TO OTHER DIST & GOVT UNITS (TF)	4000									
390	Payments to Other Dist & Govt Units (In-State)	4100									
391	Payments for Regular Programs	4110									0
392	Payments for Special Education Programs	4120									0
393	Payments for Adult/Continuing Education Programs	4130									0
394	Payments for CTE Programs	4140									0
395	Payments for Community College Programs	4170									0
396	Other Payments to In-State Govt Units - Programs <i>(Describe & Itemize)</i>	4190			805,738						805,738
397	Total Payments to Other Dist & Govt Units (In-State)	4100			805,738			0			805,738
398	Payments for Regular Programs - Tuition	4210									0
399	Payments for Special Education Programs - Tuition	4220									0
400	Payments for Adult/Continuing Education Programs - Tuition	4230									0

	A	B	C	D	E	F	G	H	I	J	K
1			(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)
2	Description: Enter Whole Numbers Only	Funct #	Salaries	Employee Benefits	Purchased Services	Supplies & Materials	Capital Outlay	Other Objects	Non-Capitalized Equipment	Termination Benefits	Total
401	Payments for CTE Programs - Tuition	4240									0
402	Payments for Community College Programs - Tuition	4270									0
403	Payments for Other Programs - Tuition	4280									0
404	Other Payments to In-State Govt Units - Tuition <i>(Describe & Itemize)</i>	4290									0
405	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						0			0
406	Payments for Regular Programs - Transfers	4310									0
407	Payments for Special Education Programs - Transfers	4320									0
408	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
409	Payments for CTE Programs - Transfers	4340									0
410	Payments for Community College Program - Transfers	4370									0
411	Payments for Other Programs - Transfers	4380									0
412	Other Payments to In-State Govt Units - Transfers <i>(Describe & Itemize)</i>	4390									0
413	Total Payments to Other Dist & Govt Units-Transfers (In State)	4300			0			0			0
414	Payments to Other Dist & Govt Units (Out of State)	4400									0
415	Total Payments to Other Dist & Govt Units	4000			805,738			0			805,738
416	DEBT SERVICE (TF)	5000									
417	Debt Service - Interest on Short-Term Debt										
418	Tax Anticipation Warrants	5110									0
419	Tax Anticipation Notes	5120									0
420	Corporate Personal Property Replacement Tax Anticipation Notes	5130									0
421	State Aid Anticipation Certificates	5140									0
422	Other Interest or Short-Term Debt <i>(Describe & Itemize)</i>	5150									0
423	Debt Service - Interest on Long-Term Debt	5200									0
424	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired) <i>(Describe & Itemize)</i>	5300									0
425	Debt Service - Other <i>(Describe & Itemize)</i>	5400									0
426	Total Debt Service	5000			0			0			0
427	PROVISION FOR CONTINGENCIES (TF)	6000									0
428	Total Direct Disbursements/Expenditures		1,652,807	325,007	2,926,020	5,000	195,396	0	0	0	5,104,230
429	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(1,579,406)
430											
431	90 - FIRE PREVENTION & SAFETY FUND (FP&S)										
432	SUPPORT SERVICES (FP&S)	2000									
433	Support Services - Business	2500									
434	Facilities Acquisition & Construction Services	2530			1,653,795	5,000	0		0		1,658,795
435	Operation & Maintenance of Plant Service	2540									0
436	Total Support Services - Business	2500	0	0	1,653,795	5,000	0	0	0		1,658,795
437	Other Support Services - Misc. <i>(Describe & Itemize)</i>	2900									0
438	Total Support Services	2000	0	0	1,653,795	5,000	0	0	0		1,658,795
439	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (FP&S)	4000									
440	Payments to Regular Programs	4110									0
441	Payments to Special Education Programs	4120									0
442	Other Payments to In-State Govt Units - Programs <i>(Describe & Itemize)</i>	4190									0
443	Total Payments to Other Districts & Govt Units (FPS)	4000						0			0
444	DEBT SERVICE (FP&S)	5000									
445	Debt Service - Interest on Short-Term Debt	5100									
446	Tax Anticipation Warrants	5110									0
447	Other Interest on Short-Term Debt <i>(Describe & Itemize)</i>	5150									0
448	Total Debt Service - Interest on Short-Term Debt	5100						0			0
449	Debt Service - Interest on Long-Term Debt	5200									0
450	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired) <i>(Describe & Itemize)</i>	5300									0
451	Total Debt Service	5000						0			0
452	PROVISIONS FOR CONTINGENCIES (FP&S)	6000									0
453	Total Direct Disbursements/Expenditures		0	0	1,653,795	5,000	0	0	0		1,658,795
454	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(1,130,723)

	B	C	D	E	F	G	H
1	If there is an amount in column C or column G, please describe the type of revenue or expenditure in column D or column H.						
2	Revenue Check:	OK					
3	Expenditure Check:	OK					
4	Revenues Acct. (EstRev tab)	Amount	Describe Revenue		Expenditures Fund-Function (EstExp tab)	Amount	Describe Expenditures
5	1190				10-2190	\$ 1,131,305	SUPPORT SERVICES SALARIES AND BENEFITS INCLUDING S
6	1290				10-2490	\$ 105,819	DEANS SALARIES AND BENEFITS
7	1614				10-2900	\$ 101,530	DEA PRESIDENT SALARIES AND BENEFITS
8	1690	\$ 2,000	UNDISTRIBUTED LUNCH PUPIL REVENUE		10-4190	\$ 200,000	PROPERTY TAX PAYMENTS TO OTHER GOVT ENTITIES
9	1790				10-4290		
10	1819				10-4390		
11	1829				10-4400		
12	1890				10-5150		
13	1993	\$ 40,000	FEES DISTRICT PRE K REVENUE		20-2190		
14	1999	\$ 5,500	OTHER MISCELLANEOUS REVENUE		20-2900		
15	2300				20-4190		
16	3099				20-4400		
17	3199				20-5150		
18	3299				30-4190		
19	3499				30-5150		
20	3599				30-5300	\$ 4,128,107	REDEEM PRINCIPAL
21	3999	\$ 545,221	TEACHER VACANCY GRANT REVENUE		30-5400	\$ 1,500	DEBT SERVICE OTHER PROFESSIONAL/TECHNICAL SERVICE
22	4009				40-2190		
23	4090				40-2900		
24	4199				40-4190		
25	4299				40-4400		
26	4399	\$ 678,390	FEDERAL TITLE I SCHOOL IMPROVEMENT REVENUE, TITLE		40-5150		
27	4499				40-5300		
28	4699				40-5400		
29	4799				50-2190	\$ 135,164	SUPPORT SERVICES IMRF, MEDICARE, AND FICA FOR SECUR
30	4998	\$ 5,250,421	ESSER 2 REVENUE, ESSER 3 REVENUE, NSLP EQUIPMENT		50-2490	\$ 6,231	DEANS MEDICARE
31					50-2900	\$ 837	DEA PRESIDENT IMRF, MEDICARE AND FICA
32					50-5150		
33					60-2900		
34					60-4190		
35					80-2190		
36					80-2490		
37					80-2900		
38					80-4190	\$ 805,738	SECURITY PURCHASED OTHER SERVICE
39					80-4290		
40					80-4390		
41					80-4400		
42					80-5150		
43					80-5300		
44					80-5400		
45					90-2900		
46					90-4190		
47					90-5150		
48					90-5300		

DEFICIT BUDGET SUMMARY INFORMATION - Operating Funds Only (School Districts Only)

Description	EDUCATIONAL FUND (10)	OPERATIONS & MAINTENANCE FUND (20)	TRANSPORTATION FUND (40)	WORKING CASH FUND (70)	TOTAL
Direct Revenues	114,710,541	9,481,778	5,998,242	689,468	130,880,029
Direct Expenditures	114,681,998	9,461,524	7,212,253		131,355,775
Difference	28,543	20,254	(1,214,011)	689,468	(475,746)
Estimated Fund Balance - June 30, 2026	29,034,917	1,963,654	5,036,770	6,725,015	42,760,356

Unbalanced budget; however, a Deficit Reduction Plan is not required at this time.

A deficit reduction plan is required if the local board of education adopts (or amends) the 2025-2026 school district budget in which the "operating funds" listed above result in direct revenues (line 9, BudgetSum 2-4) being less than direct expenditures (line 19, BudgetSum 2-4) by an amount equal to or greater than one-third (1/3) of the ending fund balance (line 81, BudgetSum 2-4).

Note: The balance is determined using only the four funds listed above. That is, if the estimated ending fund balance is less than three times the deficit spending, the district must adopt and file with ISBE a deficit reduction plan to balance the shortfall within three years.

Per School Code (105 ILCS 5/17-1) - If the Deficit AFR Summary Information tab from the 2024-2025 Annual Financial Report (AFR) reflects a deficit as defined above, then the school district shall adopt and submit a deficit reduction plan (found here on page 23-27) to ISBE within 30 days after acceptance of the AFR.

The deficit reduction plan, if required, is developed using ISBE guidelines and format.

	A	B	C	D	E	F	G
1	*School Districts Only 39055061025 <i>District Number</i>		DEFICIT REDUCTION PLAN ESTIMATED BUDGET FY2025-2026				
2							
3							
4							
5	Decatur SD 61 <i>District Name</i>						
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE <i>(must equal prior Ending Fund Balance)</i>		29,069,481	1,943,400	6,250,781	6,035,547	43,299,209
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000	29,702,124	6,121,315	1,985,575	689,468	38,498,482
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0		0
11	STATE SOURCES	3000	62,472,440	3,360,463	4,012,667	0	69,845,570
12	FEDERAL SOURCES	4000	22,535,977	0	0	0	22,535,977
13	Total Receipts/Revenues		114,710,541	9,481,778	5,998,242	689,468	130,880,029
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000	54,577,351				54,577,351
16	SUPPORT SERVICES	2000	44,878,307	9,461,524	7,209,531		61,549,362
17	COMMUNITY SERVICES	3000	1,481,340	0	0		1,481,340
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	13,745,000	0	2,722		13,747,722
19	DEBT SERVICES	5000	0	0	0		0
20	PROVISION FOR CONTINGENCIES	6000	0	0	0		0
21	Total Disbursements/Expenditures		114,681,998	9,461,524	7,212,253		131,355,775
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		28,543	20,254	(1,214,011)	689,468	(475,746)
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)		0	0	0	0	0
25	OTHER USES OF FUNDS (8000)		63,107	0	0	0	63,107
26	TOTAL OTHER SOURCES/USES OF FUNDS		(63,107)	0	0	0	(63,107)
27	ESTIMATED ENDING FUND BALANCE		29,034,917	1,963,654	5,036,770	6,725,015	42,760,356

	A	B	H	I	J	K	L
1	*School Districts Only 39055061025 <i>District Number</i> Decatur SD 61		ESTIMATED BUDGET FY2026-2027				
2							
3							
4							
5	<i>District Name</i>						
6							
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		29,034,917	1,963,654	5,036,770	6,725,015	42,760,356
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		29,034,917	1,963,654	5,036,770	6,725,015	42,760,356

	A	B	M	N	O	P	Q
1	*School Districts Only 39055061025 <i>District Number</i> Decatur SD 61		ESTIMATED BUDGET FY2027-2028				
2							
3							
4							
5	<i>District Name</i>						
6							
7	ESTIMATED BEGINNING FUND BALANCE <i>(must equal prior Ending Fund Balance)</i>		29,034,917	1,963,654	5,036,770	6,725,015	42,760,356
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		29,034,917	1,963,654	5,036,770	6,725,015	42,760,356

	A	B	R	S	T	U	V
1	*School Districts Only 39055061025 <i>District Number</i> Decatur SD 61		ESTIMATED BUDGET FY2028-2029				
2							
3							
4							
5	<i>District Name</i>						
6							
7	ESTIMATED BEGINNING FUND BALANCE <i>(must equal prior Ending Fund Balance)</i>		29,034,917	1,963,654	5,036,770	6,725,015	42,760,356
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000					0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000					0
11	STATE SOURCES	3000					0
12	FEDERAL SOURCES	4000					0
13	Total Receipts/Revenues		0	0	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000					0
16	SUPPORT SERVICES	2000					0
17	COMMUNITY SERVICES	3000					0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000					0
19	DEBT SERVICES	5000					0
20	PROVISION FOR CONTINGENCIES	6000					0
21	Total Disbursements/Expenditures		0	0	0		0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		0	0	0	0	0
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)						0
25	OTHER USES OF FUNDS (8000)						0
26	TOTAL OTHER SOURCES/USES OF FUNDS		0	0	0	0	0
27	ESTIMATED ENDING FUND BALANCE		29,034,917	1,963,654	5,036,770	6,725,015	42,760,356

	A	B	W	X	Y	Z
1	*School Districts Only		SUMMARY BUDGET ADDENDUM - DEFICIT REDUCTION PLAN ESTIMATED BUDGET Date of Adoption: (Enter as MM/DD/YY)			
2						
3	39055061025					
4	District Number					
5	Decatur SD 61					
6	District Name		FY2025-2026	FY2026-2027	FY2027-2028	FY2028-2029
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		43,299,209	42,760,356	42,760,356	42,760,356
8	RECEIPTS/REVENUES	Acct #				
9	LOCAL SOURCES	1000	38,498,482	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0	0
11	STATE SOURCES	3000	69,845,570	0	0	0
12	FEDERAL SOURCES	4000	22,535,977	0	0	0
13	Total Receipts/Revenues		130,880,029	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #				
15	INSTRUCTION	1000	54,577,351	0	0	0
16	SUPPORT SERVICES	2000	61,549,362	0	0	0
17	COMMUNITY SERVICES	3000	1,481,340	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	13,747,722	0	0	0
19	DEBT SERVICES	5000	0	0	0	0
20	PROVISION FOR CONTINGENCIES	6000	0	0	0	0
21	Total Disbursements/Expenditures		131,355,775	0	0	0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		(475,746)	0	0	0
23	OTHER SOURCES/USES OF FUNDS					
24	OTHER SOURCES OF FUNDS (7000)		0	0	0	0
25	OTHER USES OF FUNDS (8000)		63,107	0	0	0
26	TOTAL OTHER SOURCES/USES OF FUNDS		(63,107)	0	0	0
27	ESTIMATED ENDING FUND BALANCE		42,760,356	42,760,356	42,760,356	42,760,356

Deficit Reduction Plan-Background/Assumptions (School Districts Only)

**Fiscal Year 2025-2026
through Fiscal Year 2028-2029**

Decatur SD 61 39055061025

Please complete the following schedule and include a brief description to identify any areas of the budget that will be impacted from one year to the next. If the deficit reduction plan relies upon new local revenues, identify contingencies for further budget reductions which will be enacted in the event those new revenues are not available.

1. Background and Narrative of Budget Reductions:

2. Assumptions Used in the Deficit Reduction Plan:

- EBF and Estimated New Tier Funding:

- Equal Assessed Valuation and Tax Rates:

- Employee Salaries and Benefits:

Deficit Reduction Plan-Background/Assumptions (School Districts Only)

***Fiscal Year 2025-2026
through Fiscal Year 2028-2029***

- Short- and Long-Term Borrowing:

- Educational Impact:

- Other Assumptions:

- Has the district considered shared services or outsourcing (Ex: Transportation, Insurance)? If yes, please explain:

Evidence-Based Funding: Fiscal Year 2026 Spending Plan Decatur SD 61					
Part I: Achieving Student Growth and Making Progress Toward State Education Goals					
The questions below allow you to indicate the strategic priorities and strategies that will drive your efforts to achieve student growth and make progress toward state education goals. These may involve investing in any combination of an Organizational Unit's core resources: time, money, people, and programs.					
<i>Collaboration Opportunity - Organizational Units may find that Part I is most easily and effectively completed if led by program leaders in consultation with finance leaders.</i>					
1)	What are the Organizational Unit's strategic goals for student success for the 2025-26 school year? What measures will be used to evaluate progress? (No more than 2000 characters, including spaces.)				
	The goals remain the same as the psts few years, according to FastBridge data, math and reading continue to be our primary focus. Phonics and phonemic awareness across grade levels, specifically in reading fluency and comprehension, are areas that, while improving, are still a focus of district growth. We are continuing with our one full-time 1:1 paraprofessional in all Kindergarten, first and second grade classrooms to provide additional support for students before they reach the upper grades too far behind expected achievement levels. Math achievement scores have risen over the past three years but are not to a level that is satisfactory. Math interventions via Go Math continue to show promise, but much work is still needed. The district will continue to strengthen the quality and consistency of tier 1 and 2 interventions to provide more targeted academic support to struggling student groups.				
		Top Strategy 1	Top Strategy 2	Top Strategy 3	
2)	Select the top three strategies that the Organizational Unit will employ to achieve student growth and make progress toward state education goals. (Select three different responses from the dropdown list.)	Maintain or expand pupil support services	Improve programs, curriculum, and/or learning tools	Focus increased time and attention on special student groups	
	If "Other" was selected in question 2, please describe. (No more than 1000 characters, including spaces.)				
Part II: Planned Use of Evidence-Based Funding					
The questions below provide an opportunity to document the stakeholders with whom you consulted and the data you analyzed as you determined your strategic allocations of FY 2026 EBF dollars. Key statistics related to EBF distributions are provided for your reference. Form 50-36/50-39 is typically released before current-year appropriations are known. Therefore, the figures provided are for the prior fiscal year.					
<i>Collaboration Opportunity - Organizational Units may find that questions in this section are most easily and effectively completed if led by finance leaders in consultation with program leaders.</i>					
Evidence-Based Funding Organizational Unit Results (FY 2025)	Final Resources / Adequacy Target = Percent of Adequacy	Average Student Enrollment	7,377.05	Adequacy Target	\$117,229,007
		Final Resources	\$90,127,426	Percent of Adequacy	77%
	Base Funding Minimum + Tier Funding = Gross State Contribution	Tier Assignment	1	Gross State Contribution	\$61,540,375
		FY25 Base Funding Minimum	\$60,100,736	FY 2025 Tier Funding	\$1,439,639
	Within FY 2025 Gross State Contribution, Resources Attributable to Specific Populations	Low-Income Students	\$23,192,394		
		English Learners (Els)	\$100,600		
Special Education		\$3,095,247			
		FY 2026 Tier Funding	Funding Type (Select)	*Note: Tier Funding allocations are published annually at https://www.isbe.net/Pages/ebfdistribution.aspx . Amounts are available in early August. Districts must use actual funding amounts if they are available before submitting the budget to ISBE.	
1)	FY 2026 Tier Funding Allocation*: Enter the dollar amount of Tier Funding (e.g., NEW MONEY only) allocated to the Organizational Unit for FY 2026. Select whether the amount is estimated or actual funding.	\$1,305,463	Actual		
		Data Source 1	Data Source 2	Data Source 3	
2)	Select the <u>top three</u> sources of data used to inform the Organizational Unit's planned allocation of EBF dollars. (Select three different responses.)	Educator shortages, retention and recruitment data	Student growth and achievement data, disaggregated by student groups	Other local data sources	

3)	Indicate with which groups the Organizational Unit engaged to inform its intended allocation of EBF dollars. (Select any that apply; otherwise leave blank.)	Bilingual Program Director(s)	Yes	Principals	Yes	Bilingual Parent Advisory Committee	Yes
		Special Ed. Program Director(s)	Yes	School Improvement Teams	Yes	Other Parent Group(s)	
		Other Program Leaders	Yes	Teacher or Support Staff Unions	Yes	Community Focus Group(s)	Yes
		School Board Members	Yes	Other School Staff		Other	
	[Optional] Provide a brief description of the Organizational Unit's process for consulting with internal and external stakeholders in determining the allocation of EBF dollars. (No more than 1000 characters, including spaces.)						
		Priority Investment 1	Priority Investment 2		Priority Investment 3		
4)	Given the data analyzed, the stakeholders consulted, and the priorities identified in Part I, indicate the top three priority investments the Organizational Unit will make with its FY 2026 Base Funding Minimum (e.g., excluding Tier Funding). Choose "Other" if investments do not match the provided list. (Select three different responses. "Other" may be selected more than once if needed.)	Core Teachers	Specialist Teachers		Low-Income Extended Day Teacher		
	If "Other" was selected in question 4, please describe. (No more than 1000 characters, including spaces.)						
5)	Cost Factor Table The table below presents the regionally adjusted amount embedded in the Organizational Unit's FY 2025 Adequacy Target for each of the 34 cost factors in the Evidence-Based Funding model (Column F). Column G is required for all Organizational Units that receive at least \$5,000 in Tier Funding, while column H is optional. Organizational Units may choose to provide additional narrative context in Columns I-M to elaborate on the figures included in the table. ISBE has produced guidance for populating the cost factor table. The guidance includes a definition for each cost factor, along with suggestions for using Employee Information System position codes and common expenditure accounts to support a determination of expenditures. This guidance is available at https://www.isbe.net/ebfspendingplan . Column G: If the Organizational Unit will receive at least \$5,000 in FY 2026 Tier Funding (as entered in Q2.1/cell G31), column G is required. Please indicate the Organizational Unit's planned expenditures in FY 2026 from Tier Funds only. Organizational Units are not expected to place a value in each cell. Rather, the table allows for the communication of priority investments with new state resources for the current fiscal year. During years in which there is no new Tier Funding, column G will not be required. During years in which Tier Funding is available, the amount of new Tier Funding entered in Q2.1/cell G31 above must equal the sum in cell G90 below. If some or all Tier Funding is invested outside of the cost factors, enter a dollar amount in cell G89 and provide additional context in the space for a narrative beginning in row 93. Column H: Optionally, Organizational Units may populate column H with total planned expenditures in FY 2026 for each cost factor from all revenue sources (e.g., not just from EBF). By comparing the figures in column F to the figures entered in column H, the Organizational Unit may engage local stakeholders in productive dialogue about resource allocation decisions.						
	Cost Factors		Amount in FY 2025 Adjusted Adequacy Target	Budgeted FY 2026 Investments with New Tier Funding [Required]	Budgeted FY 2026 Expenditures (All Resources) [Optional]	Optional District Narratives	
	Core Investments	Core Teachers	\$26,128,307	\$290,964		Enter optional context for core investment decisions.	
Specialist Teachers		\$6,156,468	\$68,558				
Instructional Facilitator		\$2,512,446	\$27,978				
Core Intervention Teacher		\$1,034,306	\$11,518				
Substitute Teachers		\$965,357	\$10,750				
Guidance Counselor		\$1,686,672	\$18,782				
Nurse		\$558,265	\$6,216				
Supervisory Aide		\$959,888	\$10,689				
Librarian		\$1,149,675	\$12,802				
Librarian Aide		\$697,018	\$7,761				
Principal		\$1,694,835	\$18,873				
Assistant Principal		\$1,476,164	\$16,438				
School Site Staff		\$1,151,810	\$12,826				
Subtotal		\$46,171,210	\$514,155				

Per Student Investments	Gifted	\$656,698	\$0	Enter optional context for per student investment decisions.
	Professional Development	\$922,131	\$10,268	
	Instructional Materials	\$2,397,541	\$26,699	
	Assessments	\$250,820	\$2,793	
	Computer & Tech Equipment	\$4,212,296	\$46,908	
	Student Activities	\$2,754,281	\$30,671	
	Maintenance & Operations	\$11,072,952	\$123,308	
	Central Office	\$7,377	\$8,215	
Employee Benefits	\$23,230,136	\$258,690		
	Subtotal*	\$52,293,152	\$507,552	
Additional Investments	Low-Income Intervention Teacher	\$3,044,876	\$33,907	Enter optional context for additional investment decisions.
	Low-Income Pupil Support Staff	\$3,044,876	\$33,907	
	Low-Income Extended Day Teacher	\$3,171,689	\$35,319	
	Low-Income Summer School Teacher	\$3,171,689	\$35,319	
	EL Intervention Teacher	\$127,502	\$1,419	
	EL Pupil Support Staff	\$127,502	\$1,419	
	EL Extended Day Teacher	\$132,326	\$1,473	
	EL Summer School Teacher	\$132,326	\$1,473	
	EL Core Teacher	\$159,205	\$1,772	
	Sp Ed Teacher	\$3,605,194	\$40,147	
	Sp Ed Instructional Assistant	\$1,483,360	\$16,518	
	Sp Ed Psychologist	\$564,101	\$6,281	
		Subtotal	\$18,764,644	
	Other Investments		\$74,802	
	Total**	\$117,229,007	\$1,305,463	
	Tier Funding Check (Cell G90) Complete, G90=G31			
	*The subtotal for Per Student Investments is a calculated figure that adjusts salary portions of Central Office and Maintenance & Operations to account for regional salary differences. As a result, the sum of each individual cost factor will not equal the subtotal. **The total is the Final Adequacy Target (adjusted for Regionalization Factor) calculated in the Full FY 2025 EBF Calculation file. Due to differences in rounding, this figure may vary slightly from the sum of the subtotals in this table.			
	If some or all Tier Funding was invested outside of the cost factors, please describe. (No more than 1000 characters, including spaces.) Required		A portion of the new tier money was added to existing EBF funds to support the district's Operations and Maintenance fund.	
Part III: Support for Special Student Groups				
EBF statute sets aside specific allocations to be spent for special education, English learners, and low-income students. Per statue these designated funds must be spent on programs and services benefiting these specific student groups. Funds for English learners and low-income students must be spent in addition to, and not in lieu of, funding that supports general programs of instruction for all students. Funds attributable to special education must be used for the provision of special education facilities and services as outlined in ILCS 14-1.08. Current-year EBF amounts attributable to each of the special student groups must be reported in Question 1 below (cells G100-G102). If the Organizational Unit received at least \$5,000 for any of the student groups, a response to Questions 2 through 4 below is required. For amounts less than \$5,000, a response is optional for those questions. All other EBF funds may be spent in any manner deemed appropriate by the school district.				
Collaboration Opportunity - Organizational Units may find that questions in this section are most easily and effectively completed through collaboration between program leaders affiliated with each student group and finance leaders.				
		Enter Amounts	Select type	*Note: Allocations for each of the three student groups are published annually at isbe.net/ebfdist under "Reports." Amounts are typically available by September 1. Districts must use actual funding amounts if they are available before submitting the budget to ISBE.
1)	FY 2026 Student Population Allocations*: Enter the dollar amount of resources attributable to Specific Populations within the FY26 Gross State Contribution. Enter "0" if no funds are allocated for a student group. Select whether amounts are estimated or actual.	Low-Income Students	\$23,192,394	Actual
		English Learners	\$100,600	Actual
		Special Education	\$3,095,247	Actual

2)	Organizational Unit investment of EBF dollars for low-income students: Select the investments that apply. (Optionally, dollar amounts for each investment may be entered.) Response Required	Low-Income Intervention Teacher	Yes	Low-Income Extended Day Teacher	Yes	Other Investments	
		[Optional - Enter \$]		[Optional - Enter \$]		[Optional - Enter \$]	
		Low-Income Pupil Support Staff	Yes	Low-Income Summer School Teacher	Yes		
		[Optional - Enter \$]		[Optional - Enter \$]			
	Additional context for the Organizational Unit's planned use of dollars attributable to low-income students in FY 2026. (Required if "Other Investments" selected above. No more than 500 characters, including spaces.)						

3)	Organizational Unit investment of EBF dollars for English learners: Select the investments that apply. (Optionally, dollar amounts for each investment may be entered.) Response Required	English Learner Intervention Teacher	Yes	English Learner Extended Day Teacher	Yes	English Learner Core Teacher	Yes
		[Optional - Enter \$]		[Optional - Enter \$]		[Optional - Enter \$]	
		English Learner Pupil Support Staff	Yes	English Learner Summer School Teacher	Yes	Other Investments	
		[Optional - Enter \$]		[Optional - Enter \$]		[Optional - Enter \$]	
	Additional context for the Organizational Unit's planned use of dollars attributable to English learners in FY 2026. (Required if "Other Investments" selected above. No more than 500 characters, including spaces.)						

4)	Organizational Units investment of EBF dollars for Special Education: Select the investments that apply. (Optionally, dollar amounts for each investment may be entered.) Response Required	Special Education Teacher	Yes	Special Education Psychologist			
		[Optional - Enter \$]		[Optional - Enter \$]			
		Special Education Instructional Assistant	Yes	Other Investments			
		[Optional - Enter \$]		[Optional - Enter \$]			
	Additional context for the Organizational Unit's planned use of dollars attributable to Special Education students in FY 2026. (Required if "Other Investments" selected above. No more than 500 characters, including spaces.)						

Plan Assurances

Please complete the assurances below related to Article 14C of the Illinois School Code, which contains provisions for EL services, parent participation, and the use of EBF dollars provided for English learners. It is the joint responsibility of home and serving entities to ensure compliance related to the use of state funding provided for English learners. Organizational Units should maintain supporting documentation (e.g., sign-in sheets, meeting agendas) to affirm the veracity of the below assurances. Responses in this section are only required if an Organizational Unit receives any amount of EBF dollars attributable to English learners.

Collaboration Opportunity - Organizational Units may find that the plan assurances are most easily and effectively completed if led by program leaders.

1). "I hereby affirm that at least 60% of the school district's state funds attributable to English learners will be used for instructional costs of programs and services for English learners (function 1000), in accordance with Article 14C of the Illinois School Code. The remaining balance of state funds attributable to English learners will also be used to serve English learners."

Required

Yes

2). "My school district has at least one attendance center with 20 or more English learners (including parental refusals) who speak the same home language other than English in grades K-12. Alternatively and/or additionally, my school district has at least one attendance center with 20 or more English learners (including parent refusals) who speak the same home language other than English in pre-K."

Required

Yes

3). "I hereby affirm that the school district's BPAC will review this EBF Spending Plan by or before October 31, 2025."

Required

Yes

4). Enter the anticipated date on which the BPAC review will take place and the name of the BPAC chair for SY 2025-26.

Required

BPAC Meeting (MM/DD/YYYY)	9/24/2025
Name of Chair	Sharon Bird

\\dps61.local\dpsfs\staff\level1\jsommer\Documents\BUSINESS OFFICE Documents\BOARD OF EDUCATION\BOARD MEETINGS 2025-2026\SEPTEMBER 23, 2025\BUDGET\FY26 DPS BUDGET - 9.17.25

9/17/2025

Spending Plan Completion Tracker		
Use the information below to confirm completion of all required questions. Note that the "status" column adjusts to responses, so the tracker is most helpful to consult <u>after</u> you have completed the spending plan.		
Question	Status	Acceptance Criteria
Part 1, Q1	Complete	Character length of response must be >10 and <=2000, including spaces.
Part 1, Q2	Complete	A <u>different</u> response must be selected in G11, I11, and L11; cells cannot be blank.
Part 1, Q2 (Narrative)	Complete	Response required only if "Other" selected in G11, I11, or L11; character length of response must be >10 and <=1000, including spaces.
Part 2, Q1	Complete	A numeric value must be entered in cell G31 (estimated or actual Tier Funding, or 0 if appropriations did not include Tier Funding). A type must be selected in cell H31.
Part 2, Q2	Complete	A <u>different</u> response must be selected in G35, I35, and L35; cells cannot be blank.
Part 2, Q3	Complete	At least one response must be selected.
Part 2, Q4	Complete	Cells G43, I43, and L43 cannot be blank. "Other" may be selected more than once, but other responses may not be repeated.
Part 2, Q4 (Narrative)	Complete	Response required only if "Other" selected in G43, I43, or L43; character length of response must be >10 and <=1000, including spaces.
Part 2, Q5 (Cell G90)	Complete	Cell G90 must be equal to the value in cell G31.
Part 2, Q5 (Narrative)	Complete	Response required only if a value was entered in cell G89; character length of response must be >10 and <=1000, including spaces.
Part 3, Q1 Low-Income Funds	Complete	A numeric value must be entered. A type must be selected in cell H100.
Part 3, Q1 English Learner Funds	Complete	A numeric value must be entered, which may be "0" if the organizational unit received no funding for the specified student group. A type must be selected in cell H101.
Part 3, Q1 Spec. Ed. Funds	Complete	A numeric value must be entered. A type must be selected in cell H102.
Part 3, Q2	Complete	At least one response must be selected.
Part 3, Q2 (Narrative)	Complete	Response required only if "Other Investments" was selected in the previous question; character length of response must be >10 and <=500, including spaces.
Part 3, Q3	Complete	At least one response must be selected.
Part 3, Q3 (Narrative)	Complete	Response required only if "Other Investments" was selected in the previous question; character length of response must be >10 and <=500, including spaces.
Part 3, Q4	Complete	At least one response must be selected.
Part 3, Q4 (Narrative)	Complete	Response required only if "Other Investments" was selected in the previous question; character length of response must be >10 and <=500, including spaces.
Assurances 1	Complete	Response required if the value entered in cell G101>0.
Assurances 2	Complete	Response required if the value entered in cell G101>0.
Assurances 3	Complete	Response required if "Yes" selected in cell E133.
Assurances 4 (Meeting Date)	Complete	Response required if "Yes" selected in cell E133; enter date in MM/DD/YYYY format.
Assurances 4 (Name of Chair)	Complete	Response required if "Yes" selected in cell E133.

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS (School Districts Only)*(For Local Use Only)*

This is an estimated Limitation of Administrative Costs Worksheet only and will not be accepted for Official Submission of the Limitation of Administrative Costs Worksheet.

The worksheet is intended for use during the budgeting process to estimate the district's percent increase of FY2026 budgeted expenditures over actual FY2025 expenditures. Budget information is copied to this page. Insert the prior year estimated actual expenditures to compute the estimated percentage increase (decrease).

The official Limitation of Administrative Costs Worksheet is attached to the end of the Annual Financial Report (ISBE Form 50-35) and must be submitted in conjunction with that report.

An official Limitation of Administrative Costs Worksheet can also be found on the ISBE website at: [Limitation of Administrative Costs](#)

ESTIMATED LIMITATION OF ADMINISTRATIVE COSTS WORKSHEET

(Section 17-1.5 of the School Code)

School District Name: **Decatur SD 61**RCDT Number: **39055061025**

		Estimated Actual Expenditures, Fiscal Year 2025				Budgeted Expenditures, Fiscal Year 2026			
		(10)	(20)	(80)		(10)	(20)	(80)	
Description	Funct. No.	Educational Fund	Operations & Maintenance Fund	Tort Fund	Total	Educational Fund	Operations & Maintenance Fund	Tort Fund	Total
1. Executive Administration Services	2320				0	2,461,847		5,496	2,467,343
2. Special Area Administration Services	2330				0	403,437		0	403,437
3. Other Support Services - School Administration	2490				0	105,819		0	105,819
4. Direction of Business Support Services	2510				0	462,893	0	12,121	475,014
5. Internal Services	2570				0	581,869		0	581,869
6. Direction of Central Support Services	2610				0	0		64,000	64,000
7. Deduct - Early Retirement or other pension obligations required by state law and included above.					0				0
8. Totals		0	0	0	0	4,015,865	0	81,617	4,097,482
9. Estimated Percent Increase (Decrease) for FY2026 (Budgeted) over (Actual) FY 2025									Enter Actual Data

In accordance with the School Code, Section 10-20.21, all school districts are required to file a report listing 'vendor contracts' as an attachment to their budget. In this context, the term "vendor contracts" refers to "all contracts and agreements that pertain to goods and services that were intended to generate additional revenue and other remunerations for the school district in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services. **The report is to list information regarding such contracts for the fiscal year immediately preceding the fiscal year of the budget.** All such contracts executed on or after July 1, 2007 must be approved by the school board.

See: School Code, Section 10-20.21 - Contracts

[illegible]

Reference Description

- 1 Each fund balance should correspond to the fund balance reflected on the books as of June 30th - Balance Sheet Accounts #720 and #730 (audit figures, if available).
- 2 Accounting and Financial Reporting for Certain Grants and Other Financial Assistance. The "On-Behalf" Payments should only be reflected on this page (Budget Summary, Lines 10 and 20).
- 3 Requires the secretary of the school board to notify the county clerk (within 30 days of the transfer approval) to abate an equal amount of taxes to be next extended. See Sec. 10-22.14 & 17-2.11.
- 3^a Requires notification to the county clerk to abate an equal amount from taxes next extended. See section 10-22.14
- 4 Principal on Bonds Sold:
 - (1) Funding Bonds are to be entered in the fund or funds in which the liability occurs.
 - (2) Refunding Bonds can be entered in the Debt Services Fund only.
 - (3) Building Bonds can be entered in the Capital Projects Fund only.
 - (4) Fire Prevention and Safety Bonds can be entered in the Fire Prevention & Safety Fund only.
- 5

The proceeds from the sale of school sites, buildings, or other real estate shall be used first to pay the principal and interest on any outstanding bonds on the property being sold, and after all such bonds have been retired, the remaining proceeds from the sale next shall be used by the school board to meet any urgent district needs as determined under Sections 2-3.12 and 17-2.11 of the School Code. Once these issues have been addressed, any remaining proceeds may be used for any other authorized purpose and for deposit into any district fund.
- 6 The School Code, Section 10-22.44 prohibits the transfer of interest earned on the investment of "any funds for purposes of Illinois Municipal Retirement under the Pension Code." This prohibition does not include funds for Social Security and Medicare-only purposes. For additional requirements on interest earnings, see 23 Illinois Administrative Code, Part 100, Section 100.50.
- 7 Cash plus investments must be greater than or equal to zero.
- 8

For cash basis budgets, this total will equal the Budget Summary - Total Direct Receipts/Revenues (Line 9) plus Total Other Sources of Funds (Line 46).
- 9 For cash basis budgets, this total will equal the Budget Summary - Total Direct Disbursements/Expenditures (Line 19) plus Total Other Uses of Funds (Line 79).
- 10 Working Cash Fund loans may be made to any district fund for which taxes are levied (Section 20-5 of the School Code).
- 11 Include revenue accounts 1110 through 1115, 1117, 1118 & 1120.
- 12

The School Code Section 17-2.2c. Tax for leasing educational facilities or computer technology or both, and for temporary relocation expense purposes.
- 13

Corporate personal property replacement tax revenue must be first applied to the Municipal Retirement/Social Security Fund to replace tax revenue lost due to the abolition of the corporate personal property tax (30 ILCS 115/12). This provision does not apply to taxes levied for Medicare-Only purposes.
- 14

Only tuition payments made to private facilities. See Functions 4200 or 4400 for estimated public facility disbursements/expenditures.
- 15 Payment towards the retirement of lease/purchase agreements or bonded/other indebtedness (principal only) otherwise reported within the fund - e.g.: alternate revenue bonds. (Describe & Itemize)
- 16 Only abolishment of Working Cash Fund must transfer its funds directly to the Educational Fund upon adoption of a resolution and at the close of the current school Year (see 105 ILCS 5/20-8 for further explanation)
 Only abatement of working cash fund can transfer its funds to any fund in most need of money
 (see 105 ILCS 5/20-10 for further explanation)

CHECK FOR ERRORS	
This worksheet checks various cells to assure that selected items are in balance.	
Please fix errors below before submitting to ISBE.	
Budget Item References	Message
1. Deficit Reduction Plan (DefReductPlan 23-27 tab)	
Is Deficit Reduction Plan Required? (Joint Agreements do not complete Deficit Reduction Plan.)	Deficit Reduction Plan is not required
If required, is Deficit Reduction Plan completed? (DefReductPlan 23-27 tab)	
2. Cover Page (Cover tab)	
District Name must be selected from drop-down. (Cell H13)	OK
Accounting Basis must be selected on Cover sheet.	OK
Dates (Day, Month, Year) must be input on Cover sheet.	OK
Board Names must be typed on Cover sheet.	ERROR - TYPE BOARD NAMES
3. Budget Summary: Other Sources (BudgetSum 2-4 tab - Acct 7000) must equal Other Uses (BudgetSum 2-4 tab - Acct 8000).	
Estimated Beginning Fund Balance July, 1 2025 for all Funds (Cells C3 - K3) (Line must have a number or zero. Do not leave blank.)	OK
Estimated Activity Fund Beginning Fund Balance July, 1 2025 (Cell C83) (Cell must have a number or zero. Do not leave blank.)	OK
Transfer Among Funds (Funds 10, 20, 40 - Acct 7130 - Cells C29, D29, F29), must equal (Funds 10, 20 & 40 - Acct 8130 - Cells C52, D52, F52).	OK
Transfer of Interest (Funds 10 thru 90 - Acct 7140 - Cells C30:K30), must equal (Funds 10 thru 60, & 80 - Acct 8140 - Cells C53:H53, J53).	OK
Transfer to Debt Service to Pay Principal on GASB 87 Leases (Fund 30 - Acct 7400 - Cell E39) must equal (Funds 10, 20 & 60 - Acct 8400 Cells C57:H60).	OK
Transfer to Debt Service to Pay Interest on GASB 87 Leases (Fund 30 - Acct 7500 - Cell E40) must equal (Funds 10, 20 & 60 - Acct 8500 - Cells C61:H64).	OK
Transfer to Debt Service Fund to Pay Principal on Revenue Bonds (Fund 30 - Acct 7600 - Cell E41) must equal (Funds 10 & 20 - Acct 8600 - Cells C65:D68).	OK
Transfer to Debt Service to Pay Interest on Revenue Bonds (Fund 30 - Acct 7700 - Cell E42) must equal (Funds 10 & 20 - Acct 8700 - Cells C69:D72).	OK
Transfer to Capital Projects Fund (Fund 60 - Acct 7800 - Cell H43) must equal (Fund 10 & 20, Acct 8800 - Cells C73:D76).	OK
4. Summary of Cash Transactions: Beginning Cash Balance on Hand July 1, 2024 (CashSum 5 tab, All Funds) cannot be negative.	
Educational (Fund 10 - Cell C3)	OK
Operations & Maintenance (Fund 20 - Cell D3)	OK
Debt Service (Fund 30 - Cell E3)	OK
Transportation (Fund 40 - Cell F3)	OK
Municipal Retirement/Social Security (Fund 50 - Cell G3)	OK
Capital Projects (Fund 60 - Cell H3)	OK
Working Cash (Fund 70 - Cell I3)	OK
Tort (Fund 80 - Cell J3)	OK
Fire Prevention & Safety (Fund 90 - Cell K3)	OK
Activity Funds (Cell C23)	OK
5. Summary of Cash Transactions: Ending Cash Balance on Hand June 30, 2024 (CashSum 5 tab - All Funds) cannot be negative.	
Educational (Fund 10 - Cell C21)	OK
Operations & Maintenance (Fund 20 - Cell D21)	OK
Debt Service (Fund 30 - Cell E21)	OK
Transportation (Fund 40 - Cell F21)	CHECK ERROR - NEGATIVE END BALANCE
Municipal Retirement/Social Security (Fund 50 - Cell G21)	OK
Capital Projects (Fund 60 - Cell H21)	OK
Working Cash (Fund 70 - Cell I21)	OK
Tort (Fund 80 - Cell J21)	CHECK ERROR - NEGATIVE END BALANCE
Fire Prevention & Safety (Fund 90 - Cell K21)	ERROR - NEGATIVE END BALANCE. PLEASE CORRECT.
6. Summary of Cash Transactions: Other Receipts (CashSum 5 tab) must equal Other Disbursements (CashSum 5 tab).	
Interfund Loans Payable (Funds 10:60, 80, 90 - Acct 411 - Cells C6:H6, J6:K6) must equal Interfund Loans Receivable (Funds 10:20, 40, 70 - Acct 141 - Cells C15:D15, F15, I15).	OK
Interfund Loans Receivable (Funds 10, 20, 40, 70 - Acct 141 - Cells C7:D7, F7, I7) must equal Interfund Loans Payable (Funds 10:60, 80, 90 - Acct 411 - Cells C16:H16, J16, K16).	OK
7. Estimated Revenue (EstRev 6-11 tab)	
Amounts must be input for revenue.	OK
8. Estimated Expenditures (EstExp 12-20 tab)	
Amounts must be input for expenditures.	OK
9. Itemization Notes: Revenues/Expenditures reported that require note on Itemize 21 tab.	
Include brief note(s) describing revenue source.	OK
Include brief note(s) describing expenditure use.	OK
10. EBF Spending Plan	
All required questions have been answered.	OK

End of Balancing

**DECATUR PUBLIC SCHOOL DISTRICT BUDGET FORM
STATE OF ILLINOIS**

For Fiscal Year Beginning July 1, 2025

Budget of Decatur Public School District No. 61, County of Macon, State of Illinois, for the fiscal year beginning July 1, 2025, and ending June 30, 2026.

WHEREAS, the Board of Education of Decatur Public School District No. 61, County of Macon, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary of this Board has made the same conveniently available to public inspection for the last thirty days prior to final action thereon;

AND, WHEREAS, a public hearing was held as to such budget on the 23rd day of September, 2025; notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of said District as follows;

SECTION 1: That the fiscal year of this school district be and the same hereby is fixed and declared to be beginning July 1, 2025, and ending June 30, 2026.

SECTION 2: That the following budget containing an estimate of amounts available in each fund, separately, and of expenditures from each be and the same is hereby adopted as the budget of this school district for the said fiscal year.

<u>FUND</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>
Education	\$114,710,541	\$114,681,998
Operations & Maintenance	9,481,778	9,461,524
Debt Service	9,281,839	8,866,207
Transportation	5,998,242	7,212,253
IMRF/Social Security	4,663,427	3,842,461
Capital Projects	2,750,000	4,026,130
Working Cash	689,468	0
Tort Immunity/Judgment	3,524,824	5,104,230
Fire Prevention/Safety	528,072	1,658,795
TOTALS	\$151,628,191	\$154,853,598

ADOPTION OF BUDGET

Adopted this 23rd day of September, 2025, by a roll call vote of _____ Yeas, _____ Nays, _____ Absent.

President of the Board of Education

Secretary of the Board of Education