



DECATUR PUBLIC SCHOOL DISTRICT #61
BOARD OF EDUCATION
AGENDA

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

September 22, 2020
4:00 PM Open Session
Closed Session Immediately Following
6:30 PM Open Session Continuing

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 61
FY21 Budget**

IO 1.0 CALL TO ORDER – CALL FOR EXECUTIVE SESSION

The Board of Education will meet in Closed Executive Session to conduct an employee discipline hearing and to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, and discussion of collective negotiating matters between the Board and representatives of its employees.

Roll Call

IO 2.0 PLEDGE OF ALLEGIANCE

AI 3.0 APPROVAL OF AGENDA, SEPTEMBER 22, 2020

DI 4.0 BOARD AND/OR OTHER COMMITTEE REPORTS

- Discipline Action
- Schedule B

- Finance
- DPS Foundation
- Policies
- Human Resources
- Naming
- Joint – City, DPS 61 and Park District

STUDENT AMBASSADORS’S REPORT

BOARD DISCUSSION

- Resolution on Racism

IO 5.0 SUPERINTENDENT’S REPORT

- A. General Opening of School Update (**S2**)
- B. Second Quarter Learning Plan (**S1**)

AI 6.0 ROLL CALL ACTION ITEMS

- A. Personnel Action Items (**S4**)
- B. Recommendation for Termination of a Custodial Employee Due to Job Abandonment
- C. Resolution to Adopt FY2020-2021 Annual Budget for Decatur Public School District 61
- D. Alternate Bids (**S2**)
- E. Approval to Rescind the Zoom District License Purchase that was Approved during the September 08, 2020 Board of Education Meeting

AI 7.0 CONSENT ITEMS

- A. Minutes: Open/Closed Meetings September 08, 2020
- B. Financial Conditions Report
- C. Treasurer’s Report
- D. IMRF Annual Compensation Report (**S4**)
- E. EIS Administrator and Teacher Annual Salary and Benefits Report (**S4**)
- F. Approval of School Board Policies
- G. iPad Insurance Case Purchase (**S1**)
- H. Learning Partner Contract with Houghton Mifflin Harcourt (HMH) for Hope Academy for the 2020-2021 School Year (**S1**)

IO 8.0 PUBLIC PARTICIPATION

- Identify oneself and be brief.
- Any public comments received will be read during this time.
- Comments should be limited to 3 minutes.

IO 9.0 ANNOUNCEMENTS

The Board of Education sends condolences to the families of:

David (Dave) William Campbell Jr., who passed away Monday, September 07, 2020.

Mr. Campbell was the father of David Campbell III, Maintenance Employee in the Buildings and Grounds Department for Decatur Public Schools.

James S. Hayes, who passed away Monday, September 14, 2020. Mr. Hayes was the father of Jeff Dase (Hayes), Assistant Superintendent of Teaching and Learning for Decatur Public Schools.

Gordon Fristoe, who passed away Monday, September 14, 2020. Mr. Fristoe was the father-in-law of Dr. Paul Fregeau, Superintendent of Decatur Public Schools.

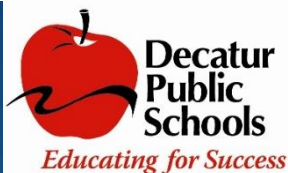
IO 10.0 IMPORTANT DATES

October 15 Deadline for Required Immunizations and Health Exams for Students

NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, October 13, 2020 at the Keil Administration Building.

11.0 ADJOURNMENT



Decatur Public Schools Annual Enrollment Update 2020-2021 School Year

LAWRENCE TRIMBLE
DIRECTOR OF STUDENT SERVICES
SEPTEMBER 22, 2020

BOE Policy 6:200 – Pod Concept

The following elementary schools are grouped geographically to form pods:

- ❑ Pod #1 – Parsons, Stevenson
 - ❑ Pod #2 – Baum, Muffley
 - ❑ Pod #3 – South Shores, Dennis
 - ❑ Pod #4 – Franklin, Oak Grove
-
- ❑ Demographer Enrollment Report Comparison

Online Registration 20-21

- ❑ New for the 2020-2021 school year was the implementation of online registration.
- ❑ As of 9/3 the school district was at 92.8% registered
- ❑ List of non-registered students sent to every school administrator
- ❑ Looking forward to 21-22 school year
 - ▶ Early marketing push for registration
 - ▶ Incentivizing
 - ▶ Online quick tips

Grade Span- Comparisons

Grade Span	2019-2020	2020-2021	Difference +/-
PK	609	566	-43
K-6	4744	4527	-217
7-8	1306	1244	-62
9-12	2182	2263	+81
Total	8841	8600	-241

Elementary Building Enrollment Comparisons

(Includes magnets and K-8 buildings)

Schools	2019-2020 School Year	2020-2021 School Year	Difference +/-
Baum	302	257	-45
Dennis	459	643	+184
Durfee	250		
Enterprise	309		
Franklin	237	237	0
French/Amer. Dreamer	337	383	+46
Garfield	343		
Hope Academy	729	605	-124
Johns Hill	471	492	+21
Montessori Academy		657	N/A
Muffley	408	402	-6
Oak Grove	285	241	-44
Parsons	280	347	+67
Pershing	492	461	-19
Phoenix	5	7	+2
RCS	351	332	-19
SEAP	28	25	-3
South Shores	282	305	+23
Stevenson	246	288	+42

Secondary Building Enrollment Comparisons

6

Schools	2019-2020	2020-2021	Difference +/-
SDMS	824	646	-178
Phoenix Harris ALT ED*	84*	11	-73
SEAP	17	19	+2
EHS	1017	1071	+54
MHS	1085	1171	+86

Live Counts After Drops for 20-21 School Year

7

School	PreK 3	PreK 4	KG	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	SED	TOTAL
Am. Dreamer			39	47	48	43	54	53	50	49							383
Baum		45	37	37	40	39	35	41	28								302
Dennis			68	69	73	67	80	81	70	82	53						643
EHS												300	255	267	249		1073
Franklin			43	42	31	34	22	39	26								237
Hope			67	80	70	80	71	70	60	60	47						605
Johns Hill			47	55	49	49	50	49	73	55	65						492
MHS												331	283	295	262		1171
Montessori	49	54	72	90	58	60	58	66	52	46	27					23	655
Muffley			53	64	55	53	50	44	51							32	402
Oak Grove			33	38	32	32	42	33	31								241
Parsons			52	49	39	44	32	45	52							34	347
Pershing	143	220															363
Phoenix				1	1	2	1	1	1		1		2	1	7		18
RCC PreK		53															53
Robertson			26	26	25	31	42	40	42	51	49						332
SDMS										273	373						646
SEAP				2	5	6	6	1	4	3	6		4	4	3		44
South Shores			51	48	48	51	39	38	30								305
Stevenson			58	49	46	42	37	30	26								288
TOTALS	192	372	654	706	644	638	633	644	608	619	625	631	544	567	521	125	8600

Enrollment	2018-2019	2019-2020	2020-2021	Difference
District-wide	8,831	8,841	8,600	-241

Classes Over Cap

Grades K-2

24 Student Cap

Grades 3-6

27 Student Cap

❑ Pod Schools

- ▶ Parsons – 4 class over cap
- ▶ Stevenson – 4 classes over cap
- ▶ Muffley – 4 classes over cap
- ▶ Dennis – 2 classes over cap

❑ Magnet Schools

- ▶ Johns Hill – 3 classes over cap

Staffing Adjustments

- ❑ At this time there have not been any staffing adjustments.
- ❑ DEA contract language and Class Size meetings have transpired to come to a resolution regarding classes that are over cap in this virtual environment.
- ❑ DPS Administration has been monitoring classes in relation to Administrative Procedure 7:30 that has been updated this year.
- ❑ Staff Vacancies
 - At this time there are 36 regular education and cross categorical teacher vacancies.
 - At this time last year there were 61 regular education and cross categorical teacher vacancies.

Procedure 7:30-Appeals

- *It is understood that during school years 2020-21 and 2021-22, the District will be implementing new boundaries for District elementary schools. During this transition, it is probable that some students may desire to remain in his or her school of origin for the 2020-21 and/or 2021-22 school terms. Parents wishing to have their child remain in his or her current school after being assigned a new school through the updated boundary process may appeal through Student Services. The request will be reviewed by the Appeals Committee and a decision made regarding the requested school of attendance.*
- **Boundary Appeals- 48 total**
 - ▶ **33 Denied**
 - ▶ **15 Approved- 5 received 1 year accommodation at Hope due to their former Magnet status**

Questions?

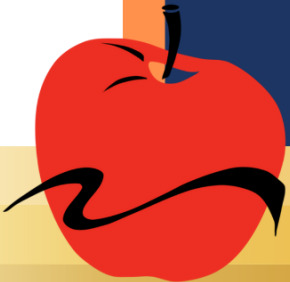


RETURN TO LEARN

DPS SECOND QUARTER LEARNING





AS WE ANNOUNCED ON FRIDAY...

PreK-12 students in Decatur Public Schools will continue with **100% virtual learning** for at least the first half of the Second Quarter, from October 13 through November 13.



RETURN TO LEARN

DPS SECOND QUARTER LEARNING

OCTOBER 5	OCTOBER 6	OCTOBER 7	OCTOBER 8	OCTOBER 9	OCTOBER 10
ALL Students 61 Live: DPS Virtual Learning	ALL Students 61 Live: DPS Virtual Learning	ALL Students 61 Live: DPS Virtual Learning	ALL Students 61 Live: DPS Virtual Learning	END OF Q1 ALL Students 61 Live: DPS Virtual Learning	 OCTOBER 11 
OCTOBER 12	OCTOBER 13	OCTOBER 14	OCTOBER 15	OCTOBER 16	 VIRTUAL LEARNING CONTINUES THROUGH NOV. 13
 INDIGENOUS PEOPLES DAY	START OF Q2 ALL Students 61 Live: DPS Virtual Learning	ALL Students 61 Live: DPS Virtual Learning	ALL Students 61 Live: DPS Virtual Learning	ALL Students 61 Live: DPS Virtual Learning	

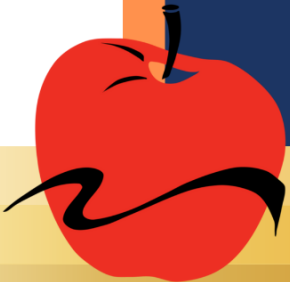


RETURN TO LEARN

DPS SECOND QUARTER LEARNING

UPCOMING ANNOUNCEMENTS

- **This week:** form in Skyward Family Access for families to provide feedback on if they would choose a hybrid option (students both in-person and virtual) if it were made available
- **October 30:** Next announcement for what to expect second half of Second Quarter (November 16-December 18)



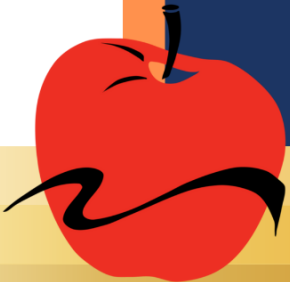


RETURN TO LEARN

DPS SECOND QUARTER LEARNING

AS WE ANNOUNCED ON FRIDAY...

PreK-12 students in Decatur Public Schools will continue with **100% virtual learning** for at least the first half of the Second Quarter, from October 13 through November 13.





Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: Personnel Action
Initiated By: Deanne Hillman, Director of Human Resources, and the Human Resources Department	Attachments: 3 Pages of Personnel Action
Reviewed By: Dr. Paul Fregeau, 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: Deanne Hillman
Human Resources Director
Date: September 17, 2020
Board Date: September 22, 2020
Re: Personnel Action

EMPLOYMENT RECOMMENDATIONS

TEACHERS:

Name	Position	Effective Date
Christian Jackson	Choir/Music, Eisenhower (<i>Pending Licensure</i>)	January 4, 2021
Michael Swengel	K-8 Art, Montessori Academy for Peace	September 8, 2020

Pending Licensure- will begin as a Substitute Teacher in the position until Illinois Teacher Licensure is received.

TEACHING ASSISTANTS:

Name	Position	Effective Date
Elizabeth Winick	Special Ed Assistant, Muffley, 6 hours per day	October 12, 2020

SCHEDULE B:

Name	Position	Effective Date
Anne Cooper	Middle School Athletic Director, Stephen Decatur	September 9, 2020
Sarah Keel	Special Education Department Head, MacArthur	August 10, 2020

CUSTODIAN:

Name	Position	Effective Date
Kyle Ramos	2nd Shift Custodian, All Schools	September 21, 2020

TEMPORARY EMPLOYEE WORKING APPROXIMATELY 8 HOURS PER WEEK

ADMINISTRATIVE SUPPORT:

Name	Position	Effective Date
Phillip Hazenfield	Consultant, Keil Building at \$46 per hour	September 17, 2020

TRANSFERS**TEACHERS:**

Name	Position	Effective Date
Yolanda Minor	From Cross Categorical, Stephen Decatur to Curriculum & Instruction Coordinator, PDI	October 13, 2020

TEACHING ASSISTANT:

Name	Position	Effective Date
Tracey Bauer	From K/1 Instructional Assistant, American Dreamer STEM Academy, 6 hours per day to K/1 Instructional Assistant, Oak Grove, 6 hours per day	September 21, 2020
Tiara Butler	From Essential Skills Assistant, Stephen Decatur, 6.25 hours per day to K/1 Instructional Assistant, Hope Academy, 6 hours per day	September 8, 2020
Crystal Hendricks	From Special Ed Early Childhood Assistant, Pershing, 6.5 hours per day to Pre K Assistant, Baum, 6.5 hours per day	August 10, 2020
Walter Walker	From Pre K Assistant, Pershing, 6.5 hours per day to Special Ed Early Childhood Assistant, Pershing, 6.5 hours per day,	September 21, 2020

CUSTODIAN:

Name	Position	Effective Date
Zachary Lane	From 2nd Shift Custodian, Parsons/Stephen Decatur to 2nd Shift Custodian, Johns Hill	September 21, 2020
Carolyn Young	From 2nd Shift Custodian, Durfee to 2nd Shift Custodian, All Schools	September 21, 2020

RESIGNATIONS**TEACHING ASSISTANTS:**

Name	Position	Effective Date
Tina Sebok	K/1 Instructional Assistant, Hope Academy	August 21, 2020
Melissa Tallent	Care(Calm)/Recovery Room Assistant, Dennis	September 25, 2020

SCHEDULE B:

Name	Position	Effective Date
Megan Flanigan	High School Student Council, 0.5 FTE, Eisenhower	September 18, 2020

LEAVE OF ABSENCE**TEACHING ASSISTANT:**

Name	Leave	Effective Date
Kathy Hendricks	Illness Leave	September 23, 2020

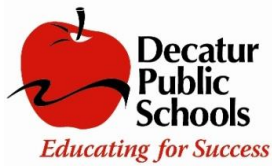
COMPENSATION RECOMMENDATIONS:

- The following staff members should be compensated for participating in ESL Screening from September 1-14, 2020 at Johns Hill:

Norma Ramos	\$165.00	Michelle Davis	\$33.00
Sharon Bird	\$280.50	Kris Boomer	\$66.00

- The following staff members should be compensated for participating in ESL Screening from August 24-31, 2020 at Johns Hill:

Norma Ramos	\$33.00	Sharon Bird	\$99.00
-------------	---------	-------------	---------



Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: Adoption of Decatur Public School #61 Budget FY 2020-21
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: <ul style="list-style-type: none">• ISBE Budget Forms• Resolution to Adopt Budget• District Internal Budget Forms
Reviewed By: Dr. Paul Fregeau, 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, 2020. The tentative budget was presented at the August 18, 2020 Board of Education meeting.

CURRENT CONSIDERATIONS:

A notice of public hearing was published on August 19, 2020 in *The Herald & Review*. The 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.

Changes to Expenses – Since the Tentative Budget was approved, the follow expenses were updated for the final budget:

- Reduced overstated instructional staffing costs (teachers and teaching assistants) in the Education Fund
- Update building budgets in the Education fund to reflect current enrollment numbers
- Reduced the technology budget in the Education fund by \$400,000 to offset purchases better suited to be paid from the CARES Act
- Added a budget for Athletics at American Dreamers that was overlooked
- Included wages for the Athletic manager in the Education Fund
- Reduced the budgeted TRS penalties as there are limited known expenditures
- Updated the food service budget in the Education Fund to reflect reserves budgeted for the BOLD projects
- The tuition payment to Macon-Piatt was reduced to reflect a the carryover of revenue from the prior year as well as an increase in grant funding.
- Reduced the Transportation fund by about \$1.2 million as there are no services currently being provided
- Reduced the Operations and Maintenance Fund (B&G) by \$1.0 million removing the fund previously included to address roof needs which will be paid from the Capital Projects Fund

- Corrected the mapping for Tort expenses that were not being picked up in the State budget due to changes in the Illinois Program Accounting Manual for tort expenses

Changes to Revenues – Since the Tentative Budget was approved, the following revenues were updated for the final budget:

- Reduced Evidenced Based Funding for the Operations and Maintenance Fund due to the removal of the roof expense shift to Capital Projects.
- Increased Evidenced Based Funding for the Education Fund due to the reduction of EBF to O&M.
- Corrected the mapping for fund IMRF/SS revenues that were missed in the tentative budget
- Updated revenues for Title I and II to reflect proceeds from indirect costs
- Updated funds 60 and 90 to reflect the balance of expenses remaining with the BOLD facility plan

Other changes to the Tentative Budget

- Updated food service program, revenues and expenses to align with changes in the District's service model
- Updated the Debt Service fund to reflect the 2020C sales tax issuance including the updated payment schedules
- Updated projected budget in Debt Service associated with the 2021 working cash bond issuance
- Updated the Administrative costs worksheets to reflect the changes in payments made from the Tort Fund

FINANCIAL CONSIDERATIONS:

The revenues and expenses have been updated to reflect the best known information at this time. The budget is not balanced; direct operational expenditures exceed direct operational revenues by \$6,842,536.

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Decatur Public School District FY 2020-21 budget as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

ILLINOIS STATE BOARD OF EDUCATION

School Business Services Division

☒ School District
☐ Joint Agreement
Accounting Basis:
☒ Cash
☐ Accrual

SCHOOL DISTRICT/JOINT AGREEMENT BUDGET FORM *
July 1, 2020 - June 30, 2021

Unbalanced budget, however, a deficit reduction plan is not required at this time.

Date of Amended Budget:

(MM/DD/YY)

District Name:

Decatur Public School District 61

District RCDT No:

39-055-0610-25

If your FY20 AFR states that you need to do a deficit reduction plan and your FY21 budget is balanced please state the measures you took to have your budget become balanced. (Bckgrnd-Assumpt 25-26)

Budget of Decatur Public School District 61, County of Macon,
 State of Illinois, for the Fiscal Year beginning July 1, 2020 and ending June 30, 2021.

WHEREAS the Board of Education of Decatur Public School District 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 22nd day of September, 20 20,
 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, 2020 and ending June 30, 2021.

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

day of _____, 20 _____ 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 to **School Finance Report (SFR)**: <https://sec1.isbe.net/attachmgr/default.aspx>

The electronic version does not require member signatures, we do not accept PDF copies.

BUDGET SUMMARY

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 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 July 1, 2020 ¹ (without Student Activity Funds)		18,408,485	1,235,457	3,875,712	2,736,640	2,699,265	1,307,761	5,216,695	3,004,056	35,322,346	
4	RECEIPTS/REVENUES (without Student Activity Funds)											
5	LOCAL SOURCES	1000	23,768,649	3,453,600	7,441,160	1,386,850	4,677,250	50,000	346,650	2,783,560	489,425	
6	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0		0	0					
7	STATE SOURCES	3000	52,905,156	3,200,000	1	3,923,540	0	0	0	0	0	
8	FEDERAL SOURCES	4000	19,942,645	1,500	0	55,246	0	621,714	0	0	0	
9	Total Direct Receipts/Revenues ^a		96,616,450	6,655,100	7,441,161	5,365,636	4,677,250	671,714	346,650	2,783,560	489,425	
10	Receipts/Revenues for "On Behalf" Payments ²	3998	4,500,000									
11	Total Receipts/Revenues		101,116,450	6,655,100	7,441,161	5,365,636	4,677,250	671,714	346,650	2,783,560	489,425	
12	DISBURSEMENTS/EXPENDITURES (without Student Activity Funds)											
13	INSTRUCTION	1000	51,274,589				1,639,310			0		
14	SUPPORT SERVICES	2000	37,074,483	6,580,515		6,579,096	2,604,060	19,793,348		2,365,297	32,659,454	
15	COMMUNITY SERVICES	3000	1,614,555	0		0	181,240			0		
16	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	12,565,543	0	0	0	0	0		0	0	
17	DEBT SERVICES	5000	0	0	71,076,391	0	0			0	0	
18	PROVISION FOR CONTINGENCIES	6000	137,591	0	0	0	0	0		0	0	
19	Total Direct Disbursements/Expenditures ⁹		102,666,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348		2,365,297	32,659,454	
20	Disbursements/Expenditures for "On Behalf" Payments ²	4180	4,500,000	0	0	0	0	0		0	0	
21	Total Disbursements/Expenditures		107,166,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348		2,365,297	32,659,454	
22	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		(6,050,311)	74,585	(63,635,230)	(1,213,460)	252,640	(19,121,634)	346,650	418,263	(32,170,029)	
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						19,000,000				
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			59,755,000				19,000,000			
36	Premium on Bonds Sold	7220			5,940,000							
37	Accrued Interest on Bonds Sold	7230										
38	Sale or Compensation for Fixed Assets ⁵	7300	100,000	500								
39	Transfer to Debt Service to Pay Principal on Capital Leases	7400			0							
40	Transfer to Debt Service Fund to Pay Interest on Capital 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										
46	Total Other Sources of Funds ⁸		100,000	500	65,695,000	0	0	19,000,000	19,000,000	0	0	

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 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	
47	OTHER USES OF FUNDS (8000)											
49	TRANSFER TO VARIOUS OTHER FUNDS (8100)											
50	Abolishment or Abatement of the Working Cash Fund ¹⁶	8110							19,000,000			
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 Capital Leases	8410										
58	Grants/Reimbursements Pledged to Pay Principal on Capital Leases	8420										
59	Other Revenues Pledged to Pay Principal on Capital Leases	8430										
60	Fund Balance Transfers Pledged to Pay Principal on Capital Leases	8440										
61	Taxes Pledged to Pay Interest on Capital Leases	8510										
62	Grants/Reimbursements Pledged to Pay Interest on Capital Leases	8520										
63	Other Revenues Pledged to Pay Interest on Capital Leases	8530										
64	Fund Balance Transfers Pledged to Pay Interest on Capital 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										
79	Total Other Uses of Funds ⁹		0	0	0	0	0	0	19,000,000	0	0	
80	Total Other Sources/Uses of Fund		100,000	500	65,695,000	0	0	19,000,000	0	0	0	
81	ESTIMATED ENDING FUND BALANCE June 30, 2021 (Without Student Activity Funds)		12,458,174	1,310,542	5,935,482	1,523,180	2,951,905	1,186,127	5,563,345	3,422,319	3,152,317	
82												
83	Student Activity ESTIMATED BEGINNING FUND BALANCE July 1, 2020 Fund 11		564,775									
84	RECEIPTS/REVENUES (For Student Activity Funds)											
85	Total Student Activity Direct Receipts/Revenues (Local Sources)	1799	251,700									
86	DISBURSEMENTS/EXPENDITURES (For Student Activity Funds)											
87	Total Student Activity Direct Disbursements/Expenditures	1999	240,000									
88	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		11,700									
89	Student Activity ESTIMATED ENDING FUND BALANCE June 30, 2021		576,475									
90												
91	Total ESTIMATED BEGINNING FUND BALANCE July 1, 2020 (All Sources Including Student Activity Funds)		18,973,260	1,235,457	3,875,712	2,736,640	2,699,265	1,307,761	5,216,695	3,004,056	35,322,346	
92	RECEIPTS/REVENUES (All Sources with Student Activity Funds)											
93	LOCAL SOURCES	1000	24,020,349	3,453,600	7,441,160	1,386,850	4,677,250	50,000	346,650	2,783,560	489,425	
94	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0		0	0					
95	STATE SOURCES	3000	52,905,156	3,200,000	1	3,923,540	0	0	0	0	0	

BUDGET SUMMARY

	A	B	C	D	E	F	G	H	I	J	K	L
1	<i>Begin entering data on EstRev 5-10 and EstExp 11-17 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	
96	FEDERAL SOURCES	4000	19,942,645	1,500	0	55,246	0	621,714	0	0	0	
97	Total Direct Receipts/Revenues ⁸		96,868,150	6,655,100	7,441,161	5,365,636	4,677,250	671,714	346,650	2,783,560	489,425	
98	Receipts/Revenues for "On Behalf" Payments ²	3998	4,500,000	0	0	0	0	0		0	0	
99	Total Receipts/Revenues		101,368,150	6,655,100	7,441,161	5,365,636	4,677,250	671,714	346,650	2,783,560	489,425	
100	DISBURSEMENTS/EXPENDITURES (All Sources with Student Activity Funds)											
101	INSTRUCTION	1000	51,514,589				1,639,310			0		
102	SUPPORT SERVICES	2000	37,074,483	6,580,515		6,579,096	2,604,060	19,793,348		2,365,297	32,659,454	
103	COMMUNITY SERVICES	3000	1,614,555	0		0	181,240			0		
104	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS	4000	12,565,543	0	0	0	0	0		0	0	
105	DEBT SERVICES	5000	0	0	71,076,391	0	0			0	0	
106	PROVISION FOR CONTINGENCIES	6000	137,591	0	0	0	0	0		0	0	
107	Total Direct Disbursements/Expenditures ⁹		102,906,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348		2,365,297	32,659,454	
108	Disbursements/Expenditures for "On Behalf" Payments ²	4180	4,500,000	0	0	0	0	0		0	0	
109	Total Disbursements/Expenditures		107,406,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348		2,365,297	32,659,454	
110	Excess of Direct Receipts/Revenues Over (Under) Direct Disbursements/Expenditures		(6,038,611)	74,585	(63,635,230)	(1,213,460)	252,640	(19,121,634)	346,650	418,263	(32,170,029)	
111	OTHER SOURCES/USES OF FUNDS											
112	OTHER SOURCES OF FUNDS (7000)											
113	Total Other Sources of Funds ⁸		100,000	500	65,695,000	0	0	19,000,000	19,000,000	0	0	
114	OTHER USES OF FUNDS (8000)											
116	Total Other Uses of Funds ⁹		0	0	0	0	0	0	19,000,000	0	0	
117	Total Other Sources/Uses of Fund		100,000	500	65,695,000	0	0	19,000,000	0	0	0	
118	ESTIMATED ENDING FUND BALANCE June 30, 2021 (All Sources With student Activity Funds)		13,034,649	1,310,542	5,935,482	1,523,180	2,951,905	1,186,127	5,563,345	3,422,319	3,152,317	
119												
120	SUMMARY OF EXPENDITURES Without Student Activity Funds (by Major Object)											
121												
122	Description	Acct #	(10) Educational	(20) Operations & Maintenance	(30) Debt Service	(40) Transportation	(50) Municipal Retirement/ Social Security	(60) Capital Projects	(70) Working Cash	(80) Tort	(90) Fire Prevention & Safety	Total By Object
123	Object Name											
124	Salaries	100	51,460,645	2,670,000		127,445		0		580,455	22,500	54,861,045
125	Employee Benefits	200	14,830,342	511,500		20,182	4,424,610	0		134,642	0	19,921,276
126	Purchased Services	300	13,026,804	672,350	857,000	6,359,469		19,430,848		1,650,200	32,541,954	74,538,625
127	Supplies & Materials	400	7,040,813	2,387,315		12,000		212,500		0	95,000	9,747,628
128	Capital Outlay	500	988,050	242,500		60,000		150,000		0	0	1,440,550
129	Other Objects	600	12,823,840	10,100	70,219,391	0	0	0		0	0	83,053,331
130	Non-Capitalized Equipment	700	2,467,932	86,750		0		0		0	0	2,554,682
131	Termination Benefits	800	28,335	0		0				0		28,335
132	Total Expenditures		102,666,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348		2,365,297	32,659,454	246,145,472

SUMMARY OF CASH TRANSACTIONS

	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 July 1, 2020 ⁷ (Without Student Activity Funds)		22,926,355	1,235,038	3,875,712	2,719,888	2,699,265	1,307,761	5,216,695	3,004,056	35,322,346
4	Total Direct Receipts & Other Sources ⁸		96,716,450	6,655,600	73,136,161	5,365,636	4,677,250	19,671,714	19,346,650	2,783,560	489,425
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		96,716,450	6,655,600	73,136,161	5,365,636	4,677,250	19,671,714	19,346,650	2,783,560	489,425
12	Total Amount Available		119,642,805	7,890,638	77,011,873	8,085,524	7,376,515	20,979,475	24,563,345	5,787,616	35,811,771
13	Total Direct Disbursements & Other Uses ⁹		102,666,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348	19,000,000	2,365,297	32,659,454
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		102,666,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348	19,000,000	2,365,297	32,659,454
21	ENDING CASH BALANCE ON HAND June 30, 2021 ⁷ (Without Student Activity Funds)		16,976,044	1,310,123	5,935,482	1,506,428	2,951,905	1,186,127	5,563,345	3,422,319	3,152,317
22											
23	Activity Funds BEGINNING CASH BALANCE ON HAND July 1, 2020 ⁷		564,775								
24	Total Direct Receipts & Other Sources ⁸		251,700								
25	Total Amount Available		816,475								
26	Total Direct Disbursements & Other Uses ⁹		240,000								
27	Activity funds ENDING CASH BALANCE ON HAND June 30, 2021 ⁷		576,475								
28											
29	Total BEGINNING CASH BALANCE ON HAND July 1, 2020 ⁷ (With Student Activity Funds)		23,491,130	1,235,038	3,875,712	2,719,888	2,699,265	1,307,761	5,216,695	3,004,056	35,322,346
30	Total Direct Receipts & Other Sources ⁸		96,968,150	6,655,600	73,136,161	5,365,636	4,677,250	19,671,714	19,346,650	2,783,560	489,425
31	Total Other Receipts		0	0	0	0	0	0	0	0	0
32	Total Direct Receipts, Other Sources, & Other Receipts		96,968,150	6,655,600	73,136,161	5,365,636	4,677,250	19,671,714	19,346,650	2,783,560	489,425
33	Total Amount Available		120,459,280	7,890,638	77,011,873	8,085,524	7,376,515	20,979,475	24,563,345	5,787,616	35,811,771
34	Total Direct Disbursements & Other Uses ⁹		102,906,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348	19,000,000	2,365,297	32,659,454
35	Total Other Disbursements		0	0	0	0	0	0	0	0	0
36	Total Direct Disbursements, Other Uses, & Other Disbursements		102,906,761	6,580,515	71,076,391	6,579,096	4,424,610	19,793,348	19,000,000	2,365,297	32,659,454
37	Total ENDING CASH BALANCE ON HAND June 30, 2021 ⁷ (With Student Activity Funds)		17,552,519	1,310,123	5,935,482	1,506,428	2,951,905	1,186,127	5,563,345	3,422,319	3,152,317

	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)	-	17,396,375	3,383,600	3,178,590	1,353,300	2,359,530		338,260	2,757,760	338,560
6	Leasing Purposes Levy ¹²	1130	338,460								
7	Special Education Purposes Levy	1140	270,620								
8	FICA and Medicare Only Levies	1150					1,860,200				
9	Area Vocational Construction Purposes Levy	1160									
10	Summer School Purposes Levy	1170									
11	Other Tax Levies (Describe & Itemize)	1190									
12	Total Ad Valorem Taxes Levied by District		18,005,455	3,383,600	3,178,590	1,353,300	4,219,730	0	338,260	2,757,760	338,560
13	PAYMENTS IN LIEU OF TAXES	1200									
14	Mobile Home Privilege Tax	1210	10,350	1,600	1,750	800	2,050		200	1,300	175
15	Payments from Local Housing Authority	1220	9,840	1,900	1,820	750	1,750		190	1,500	190
16	Corporate Personal Property Replacement Taxes ¹³	1230	2,854,249				378,955				
17	Other Payments in Lieu of Taxes (Describe & Itemize)	1290									
18	Total Payments in Lieu of Taxes		2,874,439	3,500	3,570	1,550	382,755	0	390	2,800	365
19	TUITION	1300									
20	Regular Tuition from Pupils or Parents (In State)	1311									
21	Regular Tuition from Other Districts (In State)	1312	15,000								
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		15,000								
41	TRANSPORTATION FEES	1400									
42	Regular Transportation Fees from Pupils or Parents (In State)	1411				3,500					
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									

	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
56	Special Education Transportation Fees from Other Districts (In State)	1442									
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					3,500					
64	EARNINGS ON INVESTMENTS	1500									
65	Interest on Investments	1510	439,600	11,500	19,000	26,500	46,000	50,000	8,000	23,000	150,500
66	Gain or Loss on Sale of Investments	1520									
67	Total Earnings on Investments		439,600	11,500	19,000	26,500	46,000	50,000	8,000	23,000	150,500
68	FOOD SERVICE	1600									
69	Sales to Pupils - Lunch	1611									
70	Sales to Pupils - Breakfast	1612									
71	Sales to Pupils - A la Carte	1613	45,000								
72	Sales to Pupils - Other (Describe & Itemize)	1614									
73	Sales to Adults	1620	7,000								
74	Other Food Service (Describe & Itemize)	1690	2,000								
75	Total Food Service		54,000								
76	DISTRICT/SCHOOL ACTIVITY INCOME	1700									
77	Admissions - Athletic	1711	42,675								
78	Admissions - Other	1719									
79	Fees	1720									
80	Book Store Sales	1730									
81	Other District/School Activity Revenue (Describe & Itemize)	1790	1,750								
82	Student Activity Fund Revenues	1799	251,700								
83	Total District/School Activity Income (without Student Activity Funds 1799)		44,425	0							
84	Total District/School Activity Income (with Student Activity Funds 1799)		296,125								
85	TEXTBOOK INCOME	1800									
86	Rentals - Regular Textbooks	1811	95,000								
87	Rentals - Summer School Textbooks	1812									
88	Rentals - Adult/Continuing Education Textbooks	1813									
89	Rentals - Other (Describe)	1819									
90	Sales - Regular Textbooks	1821									
91	Sales - Summer School Textbooks	1822									
92	Sales - Adult/Continuing Education Textbooks	1823									
93	Sales - Other (Describe & Itemize)	1829									
94	Other (Describe & Itemize)	1890									
95	Total Textbooks		95,000								
96	OTHER REVENUE FROM LOCAL SOURCES	1900									
97	Rentals	1910	370,900	55,000							
98	Contributions and Donations from Private Sources	1920	1,442,017				28,765				
99	Impact Fees from Municipal or County Governments	1930									
100	Services Provided Other Districts	1940	182,993								
101	Refund of Prior Years' Expenditures	1950	25,000								
102	Payments of Surplus Moneys from TIF Districts	1960									
103	Drivers' Education Fees	1970	15,500								
104	Proceeds from Vendors' Contracts	1980									
105	School Facility Occupation Tax Proceeds	1983			4,240,000						
106	Payment from Other Districts	1991									
107	Sale of Vocational Projects	1992									
108	Other Local Fees (Describe & Itemize)	1993	63,000								

	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
109	Other Local Revenues (Describe & Itemize)	1999	141,320			2,000					
110	Total Other Revenue from Local Sources		2,240,730	55,000	4,240,000	2,000	28,765	0	0	0	0
111	Total Receipts/Revenues from Local Sources (without Student Activity Funds 1799)	1000	23,768,649	3,453,600	7,441,160	1,386,850	4,677,250	50,000	346,650	2,783,560	489,425
112	Total Receipts/Revenues from Local Sources (with Student Activity Funds 1799)		24,020,349								
113	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT (2000)										
114	Flow-Through Revenue from State Sources	2100									
115	Flow-Through Revenue from Federal Sources	2200									
116	Other Flow-Through Revenue (Describe & Itemize)	2300									
117	Total Flow-Through Receipts/Revenues From District to Another District	One 2000	0	0		0	0				
118	RECEIPTS/REVENUES FROM STATE SOURCES (3000)										
119	UNRESTRICTED GRANTS-IN-AID (3001-3099)										
120	Evidence Based Funding Formula (Section 18-8.15)	3001	48,720,000	3,200,000	1	700,000					
121	Reorganization Incentives (Accounts 3005-3021)	3005									
122	Fast Growth District Grants	3030									
123	Other Unrestricted Grants-In-Aid From State Sources (Describe & Itemize)	3099									
124	Total Unrestricted Grants-In-Aid		48,720,000	3,200,000	1	700,000	0	0		0	0
125	RESTRICTED GRANTS-IN-AID (3100-3900)										
126	SPECIAL EDUCATION										
127	Special Education - Private Facility Tuition	3100	180,030								
128	Special Education - Funding for Children Requiring Sp Ed Services	3105									
129	Special Education - Personnel	3110									
130	Special Education - Orphanage - Individual	3120	540,000								
131	Special Education - Orphanage - Summer Individual	3130									
132	Special Education - Summer School	3145									
133	Special Education - Other (Describe & Itemize)	3199									
134	Total Special Education		720,030	0		0					
135	CAREER AND TECHNICAL EDUCATION (CTE)										
136	CTE - Technical Education - Tech Prep	3200									
137	CTE - Secondary Program Improvement (CTEI)	3220									
138	CTE - WECEP	3225									
139	CTE - Agriculture Education	3235	46,000								
140	CTE - Instructor Practicum	3240									
141	CTE - Student Organizations	3270									
142	CTE - Other (Describe & Itemize)	3299									
143	Total Career and Technical Education		46,000	0			0				
144	BILINGUAL EDUCATION										
145	Bilingual Education - Downstate - TPI and TBE	3305	56,759								
146	Bilingual Education - Downstate - Transitional Bilingual Education	3310									
147	Total Bilingual Education		56,759				0				
148	State Free Lunch & Breakfast	3360	39,880								
149	School Breakfast Initiative	3365									
150	Driver Education	3370	75,025								
151	Adult Education (from ICCB)	3410									
152	Adult Education - Other (Describe & Itemize)	3499									
153	TRANSPORTATION										
154	Transportation - Regular and Vocational	3500				2,047,200					
155	Transportation - Special Education	3510				926,340					

	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
156	Transportation - Other (Describe & Itemize)	3599									
157	Total Transportation		0	0		2,973,540	0				
158	Learning Improvement - Change Grants	3610									
159	Scientific Literacy	3660									
160	Truant Alternative/Optional Education	3695	84,659								
161	Early Childhood - Block Grant	3705	3,157,537			250,000					
162	Chicago General Education Block Grant	3766									
163	Chicago Educational Services Block Grant	3767									
164	School Safety & Educational Improvement Block Grant	3775									
165	Technology - Technology for Success	3780									
166	State Charter Schools	3815									
167	Extended Learning Opportunities - Summer Bridges	3825									
168	Infrastructure Improvements - Planning/Construction	3920									
169	School Infrastructure - Maintenance Projects	3925									
170	Other Restricted Revenue from State Sources (Describe & Itemize)	3999	5,266								
171	Total Restricted Grants-In-Aid		4,185,156	0	0	3,223,540	0	0	0	0	0
172	Total Receipts/Revenues from State Sources	3000	52,905,156	3,200,000	1	3,923,540	0	0	0	0	0
173	RECEIPTS/REVENUES FROM FEDERAL SOURCES (4000)										
174	UNRESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT. (4001-4009)										
175	Federal Impact Aid	4001									
176	Other Unrestricted Grants-In-Aid Received Directly from the Federal Govt. (Describe & Itemize)	4009									
177	Total Unrestricted Grants-In-Aid Received Directly from Fed Govt		0	0	0	0	0	0	0	0	0
178	RESTRICTED GRANTS-IN-AID RECEIVED DIRECTLY FROM FEDERAL GOVT (4045-4090)										
179	Head Start	4045									
180	Construction (Impact Aid)	4050									
181	MAGNET	4060									
182	Other Restricted Grants-In-Aid Received Directly from Federal Govt. (Describe & Itemize)	4090									
183	Total Restricted Grants-In-Aid Received Directly from Federal Govt.		0	0		0	0	0			0
184	RESTRICTED GRANTS-IN-AID RECEIVED FROM FEDERAL GOVT. THRU THE STATE (4100-4999)										
185	TITLE V										
186	Title V - Flexibility and Accountability	4100									
187	Title V - SEA Projects	4105									
188	Title V - Rural Education Initiative (REI)	4107									
189	Title V - Other (Describe & Itemize)	4199									
190	Total Title V		0	0		0	0				
191	FOOD SERVICE										
192	Breakfast Start-Up Expansion	4200									
193	National School Lunch Program	4210	3,340,000								
194	Special Milk Program	4215									
195	School Breakfast Program	4220	1,887,200								
196	Summer Food Service Admin/Program	4225									
197	Child and Adult Care Food Program	4226	47,300								
198	Fresh Fruit and Vegetables	4240									
199	Food Service - Other (Describe & Itemize)	4299									
200	Total Food Service		5,274,500				0				
201	TITLE I										
202	Title I - Low Income	4300	5,119,631	1,500		55,246					

	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
203	Title I - Low Income - Neglected, Private	4305	13,934								
204	Title I - Migrant Education	4340									
205	Title I - Other (Describe & Itemize)	4399	1,170,000								
206	Total Title I		6,303,565	1,500		55,246	0				
207	TITLE IV										
208	Title IV - Student Support & Academic Enrichment Grant	4400									
209	Title IV - 21st Century	4421									
210	Title IV - Other (Describe & Itemize)	4499									
211	Total Title IV		0	0		0	0				
212	FEDERAL - SPECIAL EDUCATION										
213	Federal Special Education - Preschool Flow-Through	4600	98,920								
214	Federal Special Education - Preschool Discretionary	4605									
215	Federal Special Education - IDEA Flow Through	4620	2,394,720								
216	Federal Special Education - IDEA Room & Board	4625									
217	Federal Special Education - IDEA Discretionary	4630									
218	Federal Special Education - IDEA - Other (Describe & Itemize)	4699									
219	Total Federal Special Education		2,493,640	0		0	0				
220	CTE - PERKINS										
221	CTE - Perkins-Title IIIIE Tech Prep	4770									
222	CTE - Other (Describe & Itemize)	4799									
223	Total CTE - Perkins		0	0			0				
224	Federal - Adult Education	4810									
225	ARRA - General State Aid - Education Stabilization	4850									
226	ARRA - Title I - Low Income	4851									
227	ARRA - Title I - Neglected, Private	4852									
228	ARRA - Title I - Delinquent, Private	4853									
229	ARRA - Title I - School Improvement (Part A)	4854									
230	ARRA - Title I - School Improvement (Section 1003g)	4855									
231	ARRA - IDEA - Part B - Preschool	4856									
232	ARRA - IDEA - Part B - Flow-Through	4857									
233	ARRA - Title IID - Technology - Formula	4860									
234	ARRA - Title IID - Technology - Competitive	4861									
235	ARRA - McKinney - Vento Homeless Education	4862									
236	ARRA - Child Nutrition Equipment Assistance	4863									
237	Impact Aid Formula Grants	4864									
238	Impact Aid Competitive Grants	4865									
239	Qualified Zone Academy Bond Tax Credits	4866									
240	Qualified School Construction Bond Credits	4867									
241	Build America Bond Tax Credits	4868									
242	Build America Bond Interest Reimbursement	4869									
243	ARRA - General State Aid - Other Government Services Stabilization	4870									
244	Other ARRA Funds - II	4871									
245	Other ARRA Funds - III	4872									
246	Other ARRA Funds - IV	4873									
247	Other ARRA Funds - V	4874									
248	ARRA - Early Childhood	4875									
249	Other ARRA Funds - VII	4876									
250	Other ARRA Funds - VIII	4877									
251	Other ARRA Funds - IX	4878									
252	Other ARRA Funds - X	4879									
253	Other ARRA Funds - Ed Job Fund Program	4880									
254	Total Stimulus Programs		0	0	0	0	0	0		0	0
255	Race to the Top Program	4901									
256	Race to the Top - Preschool Expansion Grant	4902									

	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
257	Title III - Instruction for English Learners & Immigrant Students	4905	5,860								
258	Title III - English Language Acquisition	4909	10,023								
259	McKinney Education for Homeless Children	4920									
260	Title II - Eisenhower - Professional Development Formula	4930									
261	Title II - Teacher Quality	4932	480,057								
262	Federal Charter Schools	4960									
263	State Assessment Grants	4981									
264	Grant for State Assessments and Related Activities	4982									
265	Medicaid Matching Funds - Administrative Outreach	4991	150,000								
266	Medicaid Matching Funds - Fee-For-Service Program	4992									
267	Other Restricted Grants Received from Federal Government through State (Describe & Itemize)	4999	5,225,000					621,714			
268	Total Restricted Grants-In-Aid Received from Federal Govt. Thru the State		19,942,645	1,500	0	55,246	0	621,714		0	0
269	TOTAL RECEIPTS/REVENUES FROM FEDERAL SOURCES	4000	19,942,645	1,500	0	55,246	0	621,714	0	0	0
270	TOTAL DIRECT RECEIPTS/REVENUES (without Student Activity Funds 1799)		96,616,450	6,655,100	7,441,161	5,365,636	4,677,250	671,714	346,650	2,783,560	489,425
271	TOTAL DIRECT RECEIPTS/REVENUES (with Student Activity Funds 1799)		96,868,150								

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
2											
3	10 - EDUCATIONAL FUND (ED)										
4	INSTRUCTION (ED)	1000									
5	Regular Programs	1100	21,111,583	6,367,358	262,876	1,827,469		10,950	65,671		29,645,907
6	Tuition Payment to Charter Schools	1115			3,500,000						3,500,000
7	Pre-K Programs	1125	1,572,388	590,296	9,890	243,272			9,000		2,424,846
8	Special Education Programs (Functions 1200 - 1220)	1200	4,689,205	1,589,920	7,797	83,767		46,000			6,416,689
9	Special Education Programs Pre-K	1225									0
10	Remedial and Supplemental Programs K-12	1250	2,259,852	753,854	82,133	2,753,600			300,000		6,149,439
11	Remedial and Supplemental Programs Pre-K	1275									0
12	Adult/Continuing Education Programs	1300									0
13	CTE Programs	1400	153,510	54,065		10,000					217,575
14	Interscholastic Programs	1500	852,790	56,358	166,330	228,428	24,750	35,140	2,400		1,366,196
15	Summer School Programs	1600	45,000	685							45,685
16	Gifted Programs	1650									0
17	Driver's Education Programs	1700	115,000	2,110	200	6,000		100			123,410
18	Bilingual Programs	1800	259,580	62,070		10,533					332,183
19	Truant Alternative & Optional Programs	1900	819,245	210,083	3,137	20,194					1,052,659
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						240,000			240,000
34	Total Instruction ¹⁴ (Without Student Activity Funds 1999)	1000	31,878,153	9,686,799	4,032,363	5,183,263	24,750	92,190	377,071	0	51,274,589
35	Total Instruction ¹⁴ (With Student Activity Funds 1999)	1000	31,878,153	9,686,799	4,032,363	5,183,263	24,750	332,190	377,071	0	51,514,589
36	SUPPORT SERVICES (ED)	2000									
37	Support Services - Pupil	2100									
38	Attendance & Social Work Services	2110	1,457,485	341,740	16,000	8,000		1,000			1,824,225
39	Guidance Services	2120	1,140,670	269,225	30,000	3,900					1,443,795
40	Health Services	2130	715,849	216,652	19,490	237,055		161	2,000		1,191,207
41	Psychological Services	2140									0
42	Speech Pathology & Audiology Services	2150									0
43	Other Support Services - Pupils (Describe & Itemize)	2190	410,415	87,855	18,100	5,500					521,870
44	Total Support Services - Pupil	2100	3,724,419	915,472	83,590	254,455	0	1,161	2,000	0	4,981,097
45	Support Services - Instructional Staff	2200									
46	Improvement of Instruction Services	2210	1,000,889	290,850	1,101,680	40,900		3,250			2,437,569
47	Educational Media Services	2220	1,177,817	444,098	178,725	78,555			600		1,879,795
48	Assessment & Testing	2230	84,435	17,550	120,088	86,477					308,550
49	Total Support Services - Instructional Staff	2200	2,263,141	752,498	1,400,493	205,932	0	3,250	600	0	4,625,914
50	Support Services - General Administration	2300									
51	Board of Education Services	2310	12,500		534,316	14,700		28,000	2,000		591,516
52	Executive Administration Services	2320	605,410	112,115	17,880	22,500	0	4,500	200	4,335	766,940
53	Special Area Administration Services	2330	444,048	133,185	100	6,900					584,233
54	Tort Immunity Services	2360 - 2370									0
55	Total Support Services - General Administration	2300	1,061,958	245,300	552,296	44,100	0	32,500	2,200	4,335	1,942,689
56	Support Services - School Administration	2400									
57	Office of the Principal Services	2410	4,678,880	1,313,164	83,588	97,587	2,000	13,650	51,400		6,240,269
58	Other Support Services - School Administration (Describe & Itemize)	2490	487,800	136,505							624,305

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
59	Total Support Services - School Administration	2400	5,166,680	1,449,669	83,588	97,587	2,000	13,650	51,400	0	6,864,574
60	Support Services - Business	2500									
61	Direction of Business Support Services	2510	236,385	43,835	200	7,000		400			287,820
62	Fiscal Services	2520	507,265	80,940	135,400	17,700	20,000				761,305
63	Operation & Maintenance of Plant Services	2540	3,576,510	986,475	198,013	56,300	350,000		57,500	24,000	5,248,798
64	Pupil Transportation Services	2550	38,360	21,600							59,960
65	Food Services	2560	26,500		3,908,405	209,000	500,000	8,500	10,000		4,662,405
66	Internal Services	2570	411,860	83,620	6,800	29,500		315	2,500		534,595
67	Total Support Services - Business	2500	4,796,880	1,216,470	4,248,818	319,500	870,000	9,215	70,000	24,000	11,554,883
68	Support Services - Central	2600									
69	Direction of Central Support Services	2610									0
70	Planning, Research, Development & Evaluation Services	2620	235,066	26,876	103,816	1,500		300			367,558
71	Information Services	2630	196,850	22,975	121,900	41,500		2,000			385,225
72	Staff Services	2640	443,110	168,690	597,000	19,000	5,000	25,000			1,257,800
73	Data Processing Services	2660	590,640	118,840	1,601,952	580,500	85,000	2,000	1,964,661		4,943,593
74	Total Support Services - Central	2600	1,465,666	337,381	2,424,668	642,500	90,000	29,300	1,964,661	0	6,954,176
75	Other Support Services (Describe & Itemize)	2900	110,105	36,045		5,000					151,150
76	Total Support Services	2000	18,588,849	4,952,835	8,793,453	1,569,074	962,000	89,076	2,090,861	28,335	37,074,483
77	COMMUNITY SERVICES (ED)	3000	993,643	190,708	140,428	288,476	1,300				1,614,555
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			35,000						35,000
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 (Describe & Itemize)	4190			25,560						25,560
86	Total Payments to Other Dist & Govt Units (In-State)	4100			60,560			0			60,560
87	Payments for Regular Programs - Tuition	4210						50,000			50,000
88	Payments for Special Education Programs - Tuition	4220						11,939,983			11,939,983
89	Payments for Adult/Continuing Education Programs - Tuition	4230									0
90	Payments for CTE Programs - Tuition	4240						476,000			476,000
91	Payments for Community College Programs - Tuition	4270						39,000			39,000
92	Payments for Other Programs - Tuition	4280									0
93	Other Payments to In-State Govt Units (Describe & Itemize)	4290									0
94	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						12,504,983			12,504,983
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			60,560			12,504,983			12,565,543
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						137,591			137,591

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
116	Total Direct Disbursements/Expenditures (without Student Activity Funds (1999))		51,460,645	14,830,342	13,026,804	7,040,813	988,050	12,823,840	2,467,932	28,335	102,666,761
117	Total Direct Disbursements/Expenditures (with Student Activity Funds (1999))		51,460,645	14,830,342	13,026,804	7,040,813	988,050	13,063,840	2,467,932	28,335	102,906,761
118	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (Without Student Activity Funds 1999)										(6,050,311)
119	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures (With Student Activity Funds 1999)										(6,038,611)
121	20 - OPERATIONS AND MAINTENANCE FUND (O&M)										
122	SUPPORT SERVICES (O&M)	2000									
123	Support Services - Pupil	2100									
124	Other Support Services - Pupils (Describe & Itemize)	2190									0
125	Support Services - Business	2500									
126	Direction of Business Support Services	2510									0
127	Facilities Acquisition & Construction Services	2530			26,000	12,515	5,000	500	17,000		61,015
128	Operation & Maintenance of Plant Services	2540	2,670,000	511,500	646,350	2,374,800	237,500	9,600	69,750		6,519,500
129	Pupil Transportation Services	2550									0
130	Food Services	2560									0
131	Total Support Services - Business	2500	2,670,000	511,500	672,350	2,387,315	242,500	10,100	86,750	0	6,580,515
132	Other Support Services (Describe & Itemize)	2900									0
133	Total Support Services	2000	2,670,000	511,500	672,350	2,387,315	242,500	10,100	86,750	0	6,580,515
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 (Describe & Itemize)	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 (Describe & Itemize)	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		2,670,000	511,500	672,350	2,387,315	242,500	10,100	86,750	0	6,580,515
156	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										74,585
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 (Describe & Itemize)	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

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
2											
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
173	Debt Service - Interest on Long-Term Debt	5200						3,998,391			3,998,391
174	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ <i>(Lease/Purchase Principal Retired)</i>	5300						63,846,000			63,846,000
175	Debt Service Other <i>(Describe & Itemize)</i>	5400			857,000			2,375,000			3,232,000
176	Total Debt Service	5000			857,000			70,219,391			71,076,391
177	PROVISION FOR CONTINGENCIES (DS)	6000									0
178	Total Direct Disbursements/Expenditures				857,000			70,219,391			71,076,391
179	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(63,635,230)
180											
181	40 - TRANSPORTATION FUND (TR)										
182	SUPPORT SERVICES (TR)	2000									
183	Support Services - Pupils	2100									
184	Other Support Services - Pupils <i>(Describe & Itemize)</i>	2190									0
185	Support Services - Business										
186	Pupil Transportation Services	2550	127,445	20,182	6,359,469	12,000	60,000				6,579,096
187	Other Support Services <i>(Describe & Itemize)</i>	2900									0
188	Total Support Services	2000	127,445	20,182	6,359,469	12,000	60,000	0	0	0	6,579,096
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									0
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 <i>(Describe & Itemize)</i>	4190									0
198	Total Payments to Other Dist & Govt Units (In-State)	4100			0			0			0
199	Payments to Other Dist & Govt Units (Out-of-State) <i>(Describe & Itemize)</i>	4400									0
200	Total Payments to Other Dist & Govt Units	4000			0			0			0
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 <i>(Describe and Itemize)</i>	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 <i>(Lease/Purchase Principal Retired)</i>	5300									0
211	Debt Service - Other <i>(Describe and Itemize)</i>	5400									0
212	Total Debt Service	5000						0			0
213	PROVISION FOR CONTINGENCIES (TR)	6000									0
214	Total Direct Disbursements/Expenditures		127,445	20,182	6,359,469	12,000	60,000	0	0	0	6,579,096
215	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(1,213,460)
216											
217	50 - MUNICIPAL RETIREMENT/SOC SEC FUND (MR/SS)										
218	INSTRUCTION (MR/SS)	1000									
219	Regular Program	1100		435,835							435,835

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
2											
220	Pre-K Programs	1125		150,950							150,950
221	Special Education Programs (Functions 1200-1220)	1200		729,365							729,365
222	Special Education Programs Pre-K	1225									0
223	Remedial and Supplemental Programs K-12	1250		190,265							190,265
224	Remedial and Supplemental Programs Pre-K	1275									0
225	Adult/Continuing Education Programs	1300									0
226	CTE Programs	1400		2,640							2,640
227	Interscholastic Programs	1500		52,025							52,025
228	Summer School Programs	1600		655							655
229	Gifted Programs	1650									0
230	Driver's Education Programs	1700		2,320							2,320
231	Bilingual Programs	1800		3,770							3,770
232	Truant Alternative & Optional Programs	1900		71,485							71,485
233	Total Instruction	1000		1,639,310							1,639,310
234	SUPPORT SERVICES (MR/SS)	2000									
235	Support Services - Pupil	2100									
236	Attendance & Social Work Services	2110		88,505							88,505
237	Guidance Services	2120		47,505							47,505
238	Health Services	2130		98,575							98,575
239	Psychological Services	2140									0
240	Speech Pathology & Audiology Services	2150									0
241	Other Support Services - Pupils (<i>Describe & Itemize</i>)	2190		68,385							68,385
242	Total Support Services - Pupil	2100		302,970							302,970
243	Support Services - Instructional Staff	2200									
244	Improvement of Instruction Services	2210		15,940							15,940
245	Educational Media Services	2220		147,820							147,820
246	Assessment & Testing	2230		1,230							1,230
247	Total Support Services - Instructional Staff	2200		164,990							164,990
248	Support Services - General Administration	2300									
249	Board of Education Services	2310		2,490							2,490
250	Executive Administration Services	2320		47,470							47,470
251	Special Area Administrative Services	2330		19,320							19,320
252	Claims Paid from Self Insurance Fund	2361									0
253	Workers' Compensation or Workers' Occupation Disease Acts Payments	2362									0
254	Unemployment Insurance Payments	2363									0
255	Insurance Payments (regular or self-insurance)	2364									0
256	Risk Management and Claims Services Payments	2365		65							65
257	Judgment and Settlements	2366									0
258	Educatl, Inspectl, Supervisory Serv. Related to Loss Prevention or Reduction	2367		102,270							102,270
259	Reciprocal Insurance Payments	2368									0
260	Legal Service	2369									0
261	Total Support Services - General Administration	2300		171,615							171,615
262	Support Services - School Administration	2400									
263	Office of the Principal Services	2410		342,185							342,185
264	Other Support Services - School Administration (<i>Describe & Itemize</i>)	2490		7,085							7,085
265	Total Support Services - School Administration	2400		349,270							349,270
266	Support Services - Business	2500									
267	Direction of Business Support Services	2510		12,275							12,275
268	Fiscal Services	2520		99,835							99,835
269	Facilities Acquisition & Construction Services	2530									0
270	Operation & Maintenance of Plant Service	2540		1,160,620							1,160,620
271	Pupil Transportation Services	2550		15,175							15,175
272	Food Services	2560									0
273	Internal Services	2570		77,375							77,375
274	Total Support Services - Business	2500		1,365,280							1,365,280
275	Support Services - Central	2600									
276	Direction of Central Support Services	2610									0

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
2											
277	Planning, Research, Development & Evaluation Services	2620		35,230							35,230
278	Information Services	2630		39,135							39,135
279	Staff Services	2640		49,320							49,320
280	Data Processing Services	2660		114,245							114,245
281	Total Support Services - Central	2600		237,930							237,930
282	Other Support Services (Describe & Itemize)	2900		12,005							12,005
283	Total Support Services	2000		2,604,060							2,604,060
284	COMMUNITY SERVICES (MR/SS)	3000		181,240							181,240
285	PAYMENTS TO OTHER DIST & GOVT UNITS (MR/SS)	4000									
286	Payments for Regular Programs	4110									0
287	Payments for Special Education Programs	4120									0
288	Payments for CTE Programs	4140									0
289	Total Payments to Other Dist & Govt Units	4000		0							0
290	DEBT SERVICE (MR/SS)	5000									
291	Debt Service - Interest on Short-Term Debt	5100									
292	Tax Anticipation Warrants	5110									0
293	Tax Anticipation Notes	5120									0
294	Corporate Personal Prop Repl Tax Anticipation Notes	5130									0
295	State Aid Anticipation Certificates	5140									0
296	Other (Describe & Itemize)	5150									0
297	Total Debt Service	5000						0			0
298	PROVISION FOR CONTINGENCIES (MR/SS)	6000									0
299	Total Direct Disbursements/Expenditures			4,424,610				0			4,424,610
300	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										252,640
301											
302	60 - CAPITAL PROJECTS (CP)										
303	SUPPORT SERVICES (CP)	2000									
304	Support Services - Business										
305	Facilities Acquisition & Construction Services	2530			19,430,848	212,500	150,000		0		19,793,348
306	Other Support Services (Describe & Itemize)	2900									0
307	Total Support Services	2000	0	0	19,430,848	212,500	150,000	0	0		19,793,348
308	PAYMENTS TO OTHER DIST & GOVT UNITS (CP)	4000									
309	Payments to Other Dist & Govt Units (In-State)	4100									
310	Payments to Regular Programs	4110									0
311	Payment for Special Education Programs	4120									0
312	Payment for CTE Programs	4140									0
313	Payments to Other Govt Units (In-State) (Describe & Itemize)	4190									0
314	Total Payments to Other Districts & Govt Units	4000			0			0			0
315	PROVISION FOR CONTINGENCIES (CP)	6000									0
316	Total Direct Disbursements/Expenditures		0	0	19,430,848	212,500	150,000	0	0		19,793,348
317	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(19,121,634)
318											
319	70 WORKING CASH FUND (WC)										
320											
321	80 - TORT FUND (TF)										
322	INSTRUCTION (TF)	1000									
323	Regular Programs	1100									0
324	Tuition Payment to Charter Schools	1115									0
325	Pre-K Programs	1125									0
326	Special Education Programs (Functions 1200 - 1220)	1200									0
327	Special Education Programs Pre-K	1225									0
328	Remedial and Supplemental Programs K-12	1250									0
329	Remedial and Supplemental Programs Pre-K	1275									0
330	Adult/Continuing Education Programs	1300									0
331	CTE Programs	1400									0
332	Interscholastic Programs	1500									0

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
2											
333	Summer School Programs	1600									0
334	Gifted Programs	1650									0
335	Driver's Education Programs	1700									0
336	Bilingual Programs	1800									0
337	Truant Alternative & Optional Programs	1900									0
338	Pre-K Programs - Private Tuition	1910									0
339	Regular K-12 Programs Private Tuition	1911									0
340	Special Education Programs K-12 Private Tuition	1912									0
341	Special Education Programs Pre-K Tuition	1913									0
342	Remedial/Supplemental Programs K-12 Private Tuition	1914									0
343	Remedial/Supplemental Programs Pre-K Private Tuition	1915									0
344	Adult/Continuing Education Programs Private Tuition	1916									0
345	CTE Programs Private Tuition	1917									0
346	Interscholastic Programs Private Tuition	1918									0
347	Summer School Programs Private Tuition	1919									0
348	Gifted Programs Private Tuition	1920									0
349	Bilingual Programs Private Tuition	1921									0
350	Truants Alternative/Opt Ed Programs Private Tuition	1922									0
351	Total Instruction¹⁴	1000	0	0	0	0	0	0	0	0	0
352	SUPPORT SERVICES (TF)	2000									
353	Support Services - Pupil	2100									
354	Attendance & Social Work Services	2110									0
355	Guidance Services	2120									0
356	Health Services	2130	25,955	7,510							33,465
357	Psychological Services	2140									0
358	Speech Pathology & Audiology Services	2150									0
359	Other Support Services - Pupils (Describe & Itemize)	2190	436,575	102,870	440,000						979,445
360	Total Support Services - Pupil	2100	462,530	110,380	440,000	0	0	0	0	0	1,012,910
361	Support Services - Instructional Staff	2200									
362	Improvement of Instruction Services	2210									0
363	Educational Media Services	2220									0
364	Assessment & Testing	2230									0
365	Total Support Services - Instructional Staff	2200	0	0	0	0	0	0	0	0	0
366	Support Services - General Administration	2300									
367	Board of Education Services	2310									0
368	Executive Administration Services	2320	4,185	755							4,940
369	Special Area Administration Services	2330									0
370	Claims Paid from Self Insurance Fund	2361			665,000						665,000
371	Risk Management and Claims Services Payments	2365			455,000						455,000
372	Total Support Services - General Administration	2300	4,185	755	1,120,000	0	0	0	0	0	1,124,940
373	Support Services - School Administration	2400									
374	Office of the Principal Services	2410	36,295	8,552							44,847
375	Other Support Services - School Administration (Describe & Itemize)	2490									0
376	Total Support Services - School Administration	2400	36,295	8,552	0	0	0	0	0	0	44,847
377	Support Services - Business	2500									
378	Direction of Business Support Services	2510	9,935	1,800							11,735
379	Fiscal Services	2520									0
380	Operation & Maintenance of Plant Services	2540	67,510	13,155	90,200						170,865
381	Pupil Transportation Services	2550									0
382	Food Services	2560									0
383	Internal Services	2570									0
384	Total Support Services - Business	2500	77,445	14,955	90,200	0	0	0	0	0	182,600
385	Support Services - Central	2600									
386	Direction of Central Support Services	2610									0
387	Planning, Research, Development & Evaluation Services	2620									0
388	Information Services	2630									0

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
2											
389	Staff Services	2640									0
390	Data Processing Services	2660									0
391	Total Support Services - Central	2600	0	0	0	0	0	0	0	0	0
392	Other Support Services (Describe & Itemize)	2900									0
393	Total Support Services	2000	580,455	134,642	1,650,200	0	0	0	0	0	2,365,297
394	COMMUNITY SERVICES (TF)	3000									0
395	PAYMENTS TO OTHER DIST & GOVT UNITS (TF)	4000									
396	Payments to Other Dist & Govt Units (In-State)	4100									
397	Payments for Regular Programs	4110									0
398	Payments for Special Education Programs	4120									0
399	Payments for Adult/Continuing Education Programs	4130									0
400	Payments for CTE Programs	4140									0
401	Payments for Community College Programs	4170									0
402	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
403	Total Payments to Other Dist & Govt Units (In-State)	4100			0			0			0
404	Payments for Regular Programs - Tuition	4210									0
405	Payments for Special Education Programs - Tuition	4220									0
406	Payments for Adult/Continuing Education Programs - Tuition	4230									0
407	Payments for CTE Programs - Tuition	4240									0
408	Payments for Community College Programs - Tuition	4270									0
409	Payments for Other Programs - Tuition	4280									0
410	Other Payments to In-State Govt Units (Describe & Itemize)	4290									0
411	Total Payments to Other Dist & Govt Units - Tuition (In State)	4200						0			0
412	Payments for Regular Programs - Transfers	4310									0
413	Payments for Special Education Programs - Transfers	4320									0
414	Payments for Adult/Continuing Ed Programs - Transfers	4330									0
415	Payments for CTE Programs - Transfers	4340									0
416	Payments for Community College Program - Transfers	4370									0
417	Payments for Other Programs - Transfers	4380									0
418	Other Payments to In-State Govt Units - Transfers (Describe & Itemize)	4390									0
419	Total Payments to Other Dist & Govt Units-Transfers (In State)	4300			0			0			0
420	Payments to Other Dist & Govt Units (Out of State)	4400									0
421	Total Payments to Other Dist & Govt Units	4000			0			0			0
422	DEBT SERVICE (TF)	5000									
423	Debt Service - Interest on Short-Term Debt										
424	Tax Anticipation Warrants	5110									0
425	Corporate Personal Property Replacement Tax Anticipation Notes	5130									0
426	Other Interest or Short-Term Debt (Describe & Itemize)	5150									0
427	Total Debt Service	5000						0			0
428	PROVISION FOR CONTINGENCIES (TF)	6000									0
429	Total Direct Disbursements/Expenditures		580,455	134,642	1,650,200	0	0	0	0	0	2,365,297
430	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										418,263
431											
432	90 - FIRE PREVENTION & SAFETY FUND (FP&S)										
433	SUPPORT SERVICES (FP&S)	2000									
434	Support Services - Business	2500									
435	Facilities Acquisition & Construction Services	2530	22,500		32,541,954	95,000					32,659,454
436	Operation & Maintenance of Plant Service	2540									0
437	Total Support Services - Business	2500	22,500	0	32,541,954	95,000	0	0	0		32,659,454
438	Other Support Services (Describe & Itemize)	2900									0
439	Total Support Services	2000	22,500	0	32,541,954	95,000	0	0	0		32,659,454
440	PAYMENTS TO OTHER DISTRICTS & GOVT UNITS (FP&S)	4000									
441	Payments to Regular Programs	4110									0
442	Payments to Special Education Programs	4120									0
443	Other Payments to In-State Govt Units (Describe & Itemize)	4190									0
444	Total Payments to Other Districts & Govt Units (FPS)	4000						0			0
445	DEBT SERVICE (FP&S)	5000									
446	Debt Service - Interest on Short-Term Debt	5100									

	A	B	C	D	E	F	G	H	I	J	K
1	Description: Enter Whole Numbers Only	Funct #	(100) Salaries	(200) Employee Benefits	(300) Purchased Services	(400) Supplies & Materials	(500) Capital Outlay	(600) Other Objects	(700) Non-Capitalized Equipment	(800) Termination Benefits	(900) Total
2											
447	Tax Anticipation Warrants	5110									0
448	Other Interest on Short-Term Debt <i>(Describe & Itemize)</i>	5150									0
449	Total Debt Service - Interest on Short-Term Debt	5100						0			0
450	Debt Service - Interest on Long-Term Debt	5200									0
451	Debt Service - Payments of Principal on Long-Term Debt ¹⁵ (Lease/Purchase Principal Retired)	5300									0
452	Total Debt Service	5000						0			0
453	PROVISIONS FOR CONTINGENCIES (FP&S)	6000									0
454	Total Direct Disbursements/Expenditures		22,500	0	32,541,954	95,000	0	0	0		32,659,454
455	Excess (Deficiency) of Receipts/Revenues Over Disbursements/Expenditures										(32,170,029)

This page is provided for detailed itemizations as requested within the body of the Report.

1. Page 7, Line 74, (Col. 10) Other Food Service - 1690		
Undistributed lunch pupil	\$	2,000
2. Page 7, Line 81, (Col. 10) Other District/School Activity Revenue - 1790		
Athletic fees/shares	\$	1,750
3. Page 7, Line 108, (Col. 10) Other Local Fees - 1993		
Pre-K tuition	\$	63,000
4. Page 8, Line 109, (Col. 10, 40) Other Local Revenue - 1999		
Student assistance program	\$	135,000
Jury duty	\$	700
Handling charges	\$	50
Miscellaneous	\$	5,570
	\$	141,320
TRANSPORTATION FUND	\$	2,000
5. Page 9, Line 170, (Col. 10) Other Restricted Revenue from State Sources - 3999		
Library grants	\$	5,266
6. Page 10, Line 205, (Col. 10) Title I - Other - 4399		
Title I School Improvement	\$	1,170,000
7. Page 11, Line 267, (Col. 10, 60) Other Restricted Grants from Federal Government Through State - 4999		
CARES Act	\$	4,625,000
DCEO - Technology fiber	\$	600,000
	\$	5,225,000
CAPITAL PROJECTS FUND		
Food service equipment	\$	21,714
DCEO - Renovation	\$	600,000
	\$	621,714
8. Page 12, Line 43 (Col. 100, 200, 300, 400) Other Support Services - Pupils - 2190		
Orientation	\$	6,600
Lunch Monitors	\$	421,715
Crossing Guards	\$	58,755
Security	\$	17,000
PDI Coordinator	\$	17,800
	\$	521,870
9. Page 12, Line 58 (Col. 100, 200) Other Support Services - School Administration - 2490		
Deans	\$	624,305
10. Page 13, Line 75 (Col. 100, 200, 400) Other Support Services - 2900		
DEA President	\$	81,910
Arts Education Specialist	\$	69,240
	\$	151,150
11. Page 13, Line 85 (Col. 300) Other Payments to In-State Govt Units - 4190		
Title I - Summer school	\$	25,560

12. Page 15, Line 175 (Col. 300, 600) Debt Service Other - 5400	
Bond principal/service	\$ 3,232,000
13. Page 16, Line 241 (Col. 200) Other Support Services - Pupil - 2190	
Lunch Monitors	\$ 65,985
Crossing Guards	\$ 2,180
PDI Coordinator	\$ 220
	<u>\$ 68,385</u>
14. Page 16, Line 264 (Col. 200) Other Support Services - School Administration - 2490	
Deans	\$ 7,085
15. Page 18, Line 359 (Col. 100, 200, 300) Other Support Services - Pupil - 2190	
Security	\$ 979,445.00

	A	B	C	D	E	F
1	DEFICIT BUDGET SUMMARY INFORMATION - Operating Funds Only (School Districts Only)					
2	Description	EDUCATIONAL FUND (10)	OPERATIONS & MAINTENANCE FUND (20)	TRANSPORTATION FUND (40)	WORKING CASH FUND (70)	TOTAL
3	Direct Revenues	96,616,450	6,655,100	5,365,636	346,650	108,983,836
4	Direct Expenditures	102,666,761	6,580,515	6,579,096		115,826,372
5	Difference	(6,050,311)	74,585	(1,213,460)	346,650	(6,842,536)
6	Estimated Fund Balance - June 30, 2021	12,458,174	1,310,542	1,523,180	5,563,345	20,855,241
7	Unbalanced budget, however, a deficit reduction plan is not required at this time.					
8	<i>A deficit reduction plan is required if the local board of education adopts (or amends) the 2020-21 school district budget in which the "operating funds" listed above result in direct revenues (line 9) being less than direct expenditures (line 19) by an amount equal to or greater than one-third (1/3) of the ending fund balance (line 81).</i>					
10	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.					
12	<i>The School Code, Section 17-1 (105 ILCS 5/17-1) - If the 2019-2020 Annual Financial Report (AFR) reflects a deficit as defined above (page 36), then the school district shall adopt and submit a deficit reduction plan (found here on page 20-24) to ISBE within 30 days after acceptance of the AFR.</i>					
13	<i>The deficit reduction plan, if required, is developed using ISBE guidelines and format.</i>					

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

	A	B	C	D	E	F	G
1	*School Districts Only		DEFICIT REDUCTION PLAN ESTIMATED BUDGET FY2020-2021				
2							
3							
4	District Number						
5	Decatur Public School District 61						
6	District Name		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		18,408,485	1,235,457	2,736,640	5,216,695	27,597,277
8	RECEIPTS/REVENUES	Acct #					
9	LOCAL SOURCES	1000	23,768,649	3,453,600	1,386,850	346,650	28,955,749
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0		0
11	STATE SOURCES	3000	52,905,156	3,200,000	3,923,540	0	60,028,696
12	FEDERAL SOURCES	4000	19,942,645	1,500	55,246	0	19,999,391
13	Total Receipts/Revenues		96,616,450	6,655,100	5,365,636	346,650	108,983,836
14	DISBURSEMENTS/EXPENDITURES	Funct #					
15	INSTRUCTION	1000	51,274,589				51,274,589
16	SUPPORT SERVICES	2000	37,074,483	6,580,515	6,579,096		50,234,094
17	COMMUNITY SERVICES	3000	1,614,555	0	0		1,614,555
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	12,565,543	0	0		12,565,543
19	DEBT SERVICES	5000	0	0	0		0
20	PROVISION FOR CONTINGENCIES	6000	137,591	0	0		137,591
21	Total Disbursements/Expenditures		102,666,761	6,580,515	6,579,096		115,826,372
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		(6,050,311)	74,585	(1,213,460)	346,650	(6,842,536)
23	OTHER SOURCES/USES OF FUNDS						
24	OTHER SOURCES OF FUNDS (7000)		100,000	500	0	19,000,000	19,100,500
25	OTHER USES OF FUNDS (8000)		0	0	0	19,000,000	19,000,000
26	TOTAL OTHER SOURCES/USES OF FUNDS		100,000	500	0	0	100,500
27	ESTIMATED ENDING FUND BALANCE		12,458,174	1,310,542	1,523,180	5,563,345	20,855,241

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

	A	B	H	I	J	K	L
1	*School Districts Only 39-055-0610-25 <i>District Number</i> Decatur Public School District 61 <i>District Name</i>		ESTIMATED BUDGET FY2021-2022				
2							
3							
4							
5							
6			Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		12,458,174	1,310,542	1,523,180	5,563,345	20,855,241
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		12,458,174	1,310,542	1,523,180	5,563,345	20,855,241

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

	A	B	M	N	O	P	Q
1	*School Districts Only		ESTIMATED BUDGET FY2022-2023				
2							
3	39-055-0610-25						
4	<i>District Number</i>						
5	Decatur Public School District 61						
6	<i>District Name</i>		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		12,458,174	1,310,542	1,523,180	5,563,345	20,855,241
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		12,458,174	1,310,542	1,523,180	5,563,345	20,855,241

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

	A	B	R	S	T	U	V
1	*School Districts Only		ESTIMATED BUDGET FY2023-2024				
2							
3	39-055-0610-25						
4	<i>District Number</i>						
5	Decatur Public School District 61						
6	<i>District Name</i>		Educational Fund	Operations & Maintenance Fund	Transportation Fund	Working Cash Fund	Total
7	ESTIMATED BEGINNING FUND BALANCE (must equal prior Ending Fund Balance)		12,458,174	1,310,542	1,523,180	5,563,345	20,855,241
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		12,458,174	1,310,542	1,523,180	5,563,345	20,855,241

ILLINOIS STATE BOARD OF EDUCATION
School Business Services Division

	A	B	W	X	Y	Z
1	*School Districts Only		SUMMARY BUDGET ADDENDUM - DEFICIT REDUCTION PLAN ESTIMATED BUDGET <i>Date of Adoption:</i> _____ <i>(Enter as MM/DD/YY)</i>			
2						
3	39-055-0610-25					
4	<i>District Number</i>					
5	Decatur Public School District 61					
6	<i>District Name</i>		FY2020-2021	FY2021-2022	FY2022-2023	FY2023-2024
7	ESTIMATED BEGINNING FUND BALANCE <i>(must equal prior Ending Fund Balance)</i>		27,597,277	20,855,241	20,855,241	20,855,241
8	RECEIPTS/REVENUES	Acct #				
9	LOCAL SOURCES	1000	28,955,749	0	0	0
10	FLOW-THROUGH RECEIPTS/REVENUES FROM ONE DISTRICT TO ANOTHER DISTRICT	2000	0	0	0	0
11	STATE SOURCES	3000	60,028,696	0	0	0
12	FEDERAL SOURCES	4000	19,999,391	0	0	0
13	Total Receipts/Revenues		108,983,836	0	0	0
14	DISBURSEMENTS/EXPENDITURES	Funct #				
15	INSTRUCTION	1000	51,274,589	0	0	0
16	SUPPORT SERVICES	2000	50,234,094	0	0	0
17	COMMUNITY SERVICES	3000	1,614,555	0	0	0
18	PAYMENTS TO OTHER DISTRICTS & GOVT. UNITS	4000	12,565,543	0	0	0
19	DEBT SERVICES	5000	0	0	0	0
20	PROVISION FOR CONTINGENCIES	6000	137,591	0	0	0
21	Total Disbursements/Expenditures		115,826,372	0	0	0
22	Excess of Receipts/Revenue Over/(Under) Disbursements/Expenditures		(6,842,536)	0	0	0
23	OTHER SOURCES/USES OF FUNDS					
24	OTHER SOURCES OF FUNDS (7000)		19,100,500	0	0	0
25	OTHER USES OF FUNDS (8000)		19,000,000	0	0	0
26	TOTAL OTHER SOURCES/USES OF FUNDS		100,500	0	0	0
27	ESTIMATED ENDING FUND BALANCE		20,855,241	20,855,241	20,855,241	20,855,241

Deficit Reduction Plan-Background/Assumptions (School Districts Only)
Fiscal Year 2020-2021 through Fiscal Year 2023-2024

Decatur Public School District 61**39-055-0610-25**

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:

- Short and Long Term Borrowing:

- Educational Impact:

- Other Assumptions:

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

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 FY2021 budgeted expenditures over FY2020 actual 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 may 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 Public School District 61**

 RCDT Number: **39-055-0610-25**

Description	Funct. No.	Estimated Actual Expenditures, Fiscal Year 2020				Budgeted Expenditures, Fiscal Year 2021			
		(10) Educational Fund	(20) Operations & Maintenance Fund	(80) Tort Fund *	Total	(10) Educational Fund	(20) Operations & Maintenance Fund	(80) Tort Fund	Total
1. Executive Administration Services	2320	976,263		4,800	981,062	766,940		4,940	771,880
2. Special Area Administration Services	2330	385,474		0	385,474	584,233		0	584,233
3. Other Support Services - School Administration	2490	513,225		0	513,225	624,305		0	624,305
4. Direction of Business Support Services	2510	270,221		11,098	281,319	287,820	0	11,735	299,555
5. Internal Services	2570	428,072		0	428,072	534,595		0	534,595
6. Direction of Central Support Services	2610	0		0	0	0		0	0
7. Deduct - Early Retirement or other pension obligations required by state law and included above.					0				0
8. Totals		2,573,255	0	15,897	2,589,152	2,797,893	0	16,675	2,814,568
9. Estimated Percent Increase (Decrease) for FY2021 (Budgeted) over FY2020 (Actual)									9%

* For FY 2020 Tort Fund Expenditures, first complete the Estimated Limitation of Administrative Costs - Crosswalk of FY 2020 Tort Fund Expenditures, located below on lines 43-70

Estimated Limitation of Administrative Costs - Crosswalk of FY 2020 Tort Fund Expenditures

The 23 Illinois Administrative Code, Part 100 Requirements for Accounting, Budgeting, Financial Reporting and Auditing, was amended effective with the beginning of FY 2021.

To assist districts with the crosswalk of its Limitation of Administrative Costs Worksheet (LAC) within the school district's FY 2021 budget, please complete the crosswalk of FY 2020 Tort Fund expenditures that would have been reflected within one of the Limitation of Administrative Costs functions if the amended rules were effective beginning with FY 2020.

If a school district has FY 2020 Tort Fund expenditures, a Limitation of Administrative Costs – Tort Fund Crosswalk must be completed and must be submitted in conjunction with the FY 2021 Limitation of Administrative Costs Worksheet.

School District Name: Decatur Public School District 61

RCDT Number: 39-055-0610-25

FY 2020 Tort Fund Expenditures			How Expenditures would have been reported had FY 2021 Amended Rules been implemented for FY 2020							
			Function 2320	Function 2330	Function 2490	Function 2510	Function 2570	Function 2610	Other Function Outside of the LAC Functions	Total (Must agree with Expenditures in column E)
Claims Paid from Self Insurance Fund	2361									0
Workers' Compensation or Worker's Occupation Disease Acts Pymts	2362	92,329							92,329	92,329
Unemployment Insurance Payments	2363	7,092							7,092	7,092
Insurance Payments (Regular or Self-Insurance)	2364	350,267							350,267	350,267
Risk Management and Claims Services Payments	2365	4,800	4,800							4,800
Judgment and Settlements	2366									0
Educational, Inspectional, Supervisory Services Related to Loss Prevention or Reduction	2367	1,178,357				11,098			1,167,259	1,178,357
Reciprocal Insurance Payments	2368									0
Legal Services	2369									0
Property Insurance (Buildings & Grounds)	2371	179,650							179,650	179,650
Vehicle Insurance (Transportation)	2372	10,317							10,317	10,317
Totals		1,822,811	4,800	0	0	11,098	0	0	1,806,914	1,822,811

Please email finance1@isbe.net or call 217-785-8779 with any questions.

REPORTING OF PUBLIC VENDOR CONTRACTS OF \$1,000 OR MORE (School Districts Only)

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](#)

(Sheet is unprotected and can be re-formatted as needed, but must be used for submission)

[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.
- ^{3a} 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	
<p>This worksheet checks various cells to assure that selected items are in balance.</p> <p>Out-of-balance conditions are accompanied by an error message.</p> <p>Errors must be corrected before the budget is finalized and submitted to ISBE.</p>	
Budget Item References	Message
Is Deficit Reduction Plan Required? (Joint Agreements do not complete a deficit reduction plan.)	Deficit reduction plan is not required.
If required, is Deficit Reduction Plan Completed (Page: DefReductPlan 23-27)?	
1. Cover Page - "School District or Joint Agreement" and "CASH or ACCRUAL"	
Check School District or Joint Agreement.	School District
Check one type of Accounting Basis used on the Cover sheet.	CASH
2. Budget Summary: Other Sources (Page BudgetSum 2-3 - Acct 7000), must equal Other Uses (BudgetSum 2-3 - Acct. 8000).	
Estimated Beginning Fund Balance July,1 2020 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 2020 (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 Capital 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 Capital 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
3. Summary of Cash Transactions: Beginning Cash Balance on Hand July 1, 2020, (CashSum 4, 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
4. Summary of Cash Transactions: Ending Cash Balance on Hand June 30, 2021, (Page CashSum 4 - 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 - F21)	OK
Municipal Retirement/Social Security (Fund 50 - Cell G21)	OK
Capital Projects (Fund 60 - H21)	OK
Working Cash (Fund 70 - Cell I21)	OK
Tort (Fund 80 - Cell J21)	OK
Fire Prevention & Safety (Fund 90 - Cell K21)	OK
5. Summary of Cash Transactions: Other Receipts, (Page CashSum 4), must equal Other Disbursements, (Page CashSum 4).	
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

End of Balancing

Evidence-Based Funding (EBF) Spending Plan - (School Districts Only)

School districts are reminded that, in addition to the budget template, they are required to submit an annual EBF Spending Plan. The IWAS application for the EBF Spending Plan will open on August 1, 2020. All EBF Spending Plans are due by September 30, 2020. The budget template is envisioned to include the EBF Spending Plan by FY 2023. More information is available at www.isbe.net/ebfspendingplan. Questions not addressed there may be directed to ebfspendingplan@isbe.net.

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

For Fiscal Year Beginning July 1, 2020

Budget of Decatur Public School District No. 61, County of Macon, State of Illinois, for the fiscal year beginning July 1, 2020, and ending June 30, 2021.

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 18th day of August, 2020; 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, 2020, and ending June 30, 2021.

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	\$96,968,150	\$102,906,761
Operations & Maintenance	6,655,600	6,580,515
Debt Service	73,136,161	71,076,391
Transportation	5,365,636	6,579,096
IMRF/Social Security	4,677,250	4,424,610
Capital Projects	19,671,714	19,793,348
Working Cash	19,346,650	19,000,000
Tort Immunity/Judgment	2,783,560	2,365,297
Fire Prevention/Safety	489,425	32,659,454
TOTALS	\$229,094,146	\$265,385,472

ADOPTION OF BUDGET

Adopted this 22nd day of September, 2020, by a roll call vote of _____ Yeas, _____ Nays, _____ Absent.

President of the Board of Education

Secretary of the Board of Education

2020-2021 BUDGET SUMMARY

ALL FUNDS BUDGET

	FUND BALANCE 6/30/2019	PRE AUDIT FUND BALANCE 6/30/2020	2020 - 2021 BUDGET REVENUE	2020 - 2021 BUDGET EXPENDITURES	2020 - 2021 BUDGET NET	ESTIMATED FUND BALANCE 6/30/2021
DISTRICT #61						
Education Fund	\$ 14,374,484	\$ 18,408,485	\$ 96,716,450	\$ 102,666,761	\$ (5,950,311)	\$ 12,458,174
Oper/Maintenance Fund	1,290,845	1,235,457	6,655,600	6,580,515	75,085	1,310,542
Transportation Fund	2,017,099	2,736,640	5,365,636	6,579,096	(1,213,460)	1,523,180
Working Cash Fund	<u>4,841,191</u>	<u>5,216,695</u>	<u>19,346,650</u>	<u>19,000,000</u>	<u>346,650</u>	<u>5,563,345</u>
Total Operating Funds	<u>\$ 22,523,619</u>	<u>\$ 27,597,277</u>	<u>\$ 128,084,336</u>	<u>\$ 134,826,372</u>	<u>\$ (6,742,036)</u>	<u>\$ 20,855,241</u>
Debt Service Fund	\$ 1,767,935	\$ 3,875,712	\$ 73,136,161	\$ 71,076,391	\$ 2,059,770	\$ 5,935,482
IMRF/SS Fund	2,731,792	2,699,265	4,677,250	4,424,610	252,640	2,951,905
Capital Projects Fund	2,898,673	1,307,761	19,671,714	19,793,348	(121,634)	1,186,127
Tort Immunity/Judgment Fund	2,464,674	3,004,056	2,783,560	2,365,297	418,263	3,422,319
Fire Prevention/Safety Fund	<u>3,631,827</u>	<u>35,322,345</u>	<u>489,425</u>	<u>32,659,454</u>	<u>(32,170,029)</u>	<u>3,152,316</u>
TOTAL DISTRICT #61	<u>\$ 36,018,520</u>	<u>\$ 73,806,416</u>	<u>\$ 228,842,446</u>	<u>\$ 265,145,472</u>	<u>\$ (36,303,026)</u>	<u>\$ 37,503,390</u>

**EDUCATION FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Local:					
Taxes- Levy	\$ 17,872,031	\$ 9,260,721	\$ 18,264,995	\$ 17,903,418	\$ 18,005,455
Taxes-Local Corporate	3,986,388	3,097,436	3,353,455	3,829,280	2,854,249
Pay in Lieu of Taxes:					
Mobile Home Privilege Tax	10,259	8,662	12,196	11,247	10,350
Decatur Housing Authority	12,069	10,078	10,319	10,866	9,840
Interest on Investments	94,421	262,584	542,450	485,086	419,000
Interest-Real Estate Taxes	2,498	2,412	19,234	40,747	20,600
Food Service	88,661	82,640	66,038	48,266	54,000
Other	1,168,552	2,076,980	1,647,793	1,834,525	2,506,855
Total Local Sources	23,234,879	14,801,513	23,916,480	24,163,435	23,880,349
State Aid:					
General State Aid/Evidence-Based Funding	41,188,666	46,315,558	49,409,999	51,134,426	48,720,000
General State Aid - Hold Harmless/ Supplemental	-	-	-	-	-
Special Education	1,413,009	993,901	562,604	631,582	720,030
Food Service	24,862	92,389	110,702	68,951	39,880
Early Childhood	1,114,071	2,639,896	2,368,492	2,789,507	3,157,537
Other State Aid	316,961	579,376	305,265	350,235	267,709
Total State Aid	44,057,569	50,621,120	52,757,062	54,974,701	52,905,156
Federal Aid:					
Food Service	4,789,271	5,058,722	4,993,434	4,481,724	5,274,500
Title I (includes Title I ARRA)	7,066,284	6,905,587	7,547,589	7,632,846	6,303,565
Title II	724,736	906,223	703,042	322,492	480,057
Special Education Flow through	-	1,765,173	1,941,035	2,677,229	2,493,640
Other Federal Aid	1,359,110	1,697,619	1,251,945	269,051	5,390,883
Total Federal Aid	13,939,401	16,333,324	16,437,045	15,383,342	19,942,645
TOTAL REVENUE	\$ 81,231,849	\$ 81,755,957	\$ 93,110,587	\$ 94,521,478	\$ 96,728,150
EXPENDITURES					
Salaries	\$ 45,943,259	\$ 47,681,486	\$ 49,209,285	\$ 50,074,615	\$ 51,460,645
Employee Benefits	15,270,863	14,555,725	13,890,065	13,541,719	14,830,342
Purchased Services	10,282,138	11,193,554	11,146,667	10,535,566	13,026,804
Supplies/Materials	2,705,184	2,952,439	4,442,903	4,156,473	7,040,813
Capital Outlay	688,672	567,478	326,070	551,226	988,050
Other (includes tuition and transfers)	5,491,878	8,718,949	10,335,826	10,760,869	12,823,840
Non-Capitalized Equipment	1,789,226	742,538	216,396	812,846	2,467,932
Termination Benefits	57,426	33,342	43,377	54,164	28,335
TOTAL EXPENDITURES	\$ 82,228,646	\$ 86,445,511	\$ 89,610,589	\$ 90,487,478	\$ 102,666,761

**OPERATIONS & MAINTENANCE FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Local:					
Taxes-Levy	\$ 3,359,387	\$ 1,740,728	\$ 3,433,270	\$ 3,365,167	\$ 3,383,600
Pay in Lieu of Taxes:					
Mobile Home Privilege Tax	1,929	1,628	2,293	2,115	1,600
Decatur Housing Authority	2,269	1,894	1,940	2,043	1,900
Interest on Investments	14,996	21,403	26,943	14,421	7,500
Interest-Real Estate Taxes	469	453	3,742	7,659	4,000
Transfer from Tort Immunity Fund	-	69,059	-	-	
Other	188,149	54,068	53,574	59,827	55,500
Total Local Sources	3,567,199	1,889,233	3,521,762	3,451,232	3,454,100
State Aid:	2,318,945	1,794,935	2,050,000	2,500,000	3,200,000
Federal Aid:	293	251	-	-	1,500
TOTAL REVENUE	\$ 5,886,437	\$ 3,684,419	\$ 5,571,762	\$ 5,951,232	\$ 6,655,600
EXPENDITURES					
Salaries	\$ 2,081,053	\$ 2,163,256	\$ 2,316,035	\$ 2,473,194	\$ 2,670,000
Employee Benefits	488,038	560,251	482,544	458,290	511,500
Purchased Services	517,871	434,086	569,803	669,032	672,350
Supplies & Materials	2,221,593	2,233,250	2,840,340	2,206,145	2,387,315
Capital Outlay	309,028	181,728	95,210	133,274	242,500
Other	2,102	2,200	2,562	2,138	10,100
Non-Capitalized Equipment	73,167	158,740	89,958	61,992	86,750
Termination Benefits	-	-	2,745	2,556	-
TOTAL EXPENDITURES	\$ 5,692,852	\$ 5,733,511	\$ 6,399,197	\$ 6,006,621	\$ 6,580,515

**TRANSPORTATION FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Local:					
Taxes- Levy	\$ 1,343,754	\$ 696,290	\$ 1,373,309	\$ 1,346,067	\$ 1,353,300
Pay in Lieu of Taxes:					
Mobile Home Privilege Tax	771	651	917	846	800
Decatur Housing Authority	907	758	776	817	750
Bus Fees-Less than 1 1/2 Miles	5,500	6,152	10,138	4,014	3,500
Interest on Investments	4,805	23,748	53,243	35,199	25,000
Interest-Real Estate Taxes	189	181	1,497	3,064	1,500
Other	8,789	7,556	8,192		2,000
Total Local Sources	1,364,715	735,336	1,448,072	1,390,007	1,386,850
State Aid:					
Regular/Vocational Students	1,430,961	2,754,706	2,536,655	2,692,505	2,047,200
Special Ed Students	837,939	1,429,975	1,275,521	1,264,269	926,340
General State Aid	1,870,880	1,618,370	-	-	700,000
Early Childhood	180,221	165,057	140,888	51,210	250,000
Adult Education	200	-	-	-	
Other	320	423	320	-	
Total State Sources	4,320,521	5,968,531	3,953,384	4,007,984	3,923,540
Federal Aid:					
Title I (includes ARRA Title I)	73,920	63,718	79,556	87,466	55,246
Title IV	33,444	-	-	-	-
Other	69,836	49,855	26,232	-	-
Total Federal Sources	177,200	113,573	105,788	87,466	55,246
TOTAL REVENUE	\$ 5,862,436	\$ 6,817,440	\$ 5,507,244	\$ 5,485,457	\$ 5,365,636
EXPENDITURES					
Salaries	\$ 107,122	\$ 109,321	\$ 127,260	\$ 117,531	\$ 127,445
Employee Benefits	8,236	8,673	14,925	19,841	20,182
Purchased Services	5,616,773	6,089,966	6,138,884	4,619,405	6,359,469
Supplies	9,309	12,330	15,041	9,139	12,000
Capital Outlay	103,020	-	24,504	-	60,000
Other	-	-	-	-	-
Termination Benefits	-	-	5,624	-	-
TOTAL EXPENDITURES	\$ 5,844,460	\$ 6,220,290	\$ 6,326,238	\$ 4,765,916	\$ 6,579,096

**WORKING CASH FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Taxes- Levy	\$ 335,939	\$ 174,073	\$ 343,328	\$ 336,518	\$ 338,260
Pay in Lieu of Taxes:					
Mobile Home Privilege Tax	193	163	229	212	200
Decatur Housing Authority	227	190	194	204	190
Interest on Investments	47	29,129	101,987	37,804	7,500
Interest-Real Estate Taxes	35	45	374	766	500
Bond Proceeds	-	2,178,200	-	9,714,846	19,000,000
TOTAL REVENUE	\$ 336,441	\$ 2,381,800	\$ 446,112	\$ 10,090,350	\$ 19,346,650
EXPENDITURES					
Abatement Transfer to Other Funds	\$ -	\$ 2,700,000	\$ -	\$ 9,714,846	\$ 19,000,000
TOTAL EXPENDITURES	\$ -	\$ 2,700,000	\$ -	\$ 9,714,846	\$ 19,000,000

**DEBT SERVICE FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Taxes- Levy	\$ 2,489,120	\$ 1,514,578	\$ 3,023,131	\$ 3,000,387	\$ 3,178,590
Pay in Lieu of Taxes:					
Mobile Home Privilege Tax	1,168	1,417	2,018	1,885	1,750
Decatur Housing Authority	1,374	1,648	1,708	1,821	1,820
Interest on Investments	3,719	9,856	14,013	22,413	15,000
Interest-Real Estate Taxes	284	395	3,295	6,829	4,000
School Facility Occupation Tax	4,344,626	4,863,741	5,351,844	5,277,863	4,240,000
Premium on Bonds Sold	-	25,800	-	7,017,167	65,695,000
Other	-	-	-	-	1
TOTAL REVENUE	\$ 6,840,291	\$ 6,417,435	\$ 8,396,009	\$ 15,328,365	\$ 73,136,161
EXPENDITURES					
Bond Principal Retired	\$ 2,620,000	\$ 3,720,000	\$ 3,712,295	\$ 9,650,409	\$ 67,078,000
Defeased Bonds/Expense of Bonds Issued	-	25,800	-	-	
Interest/Service Charges on Bonds	3,873,190	3,782,066	3,821,862	3,570,179	3,998,391
TOTAL EXPENDITURES	\$ 6,493,190	\$ 7,527,866	\$ 7,534,157	\$ 13,220,588	\$ 71,076,391

**ILLINOIS MUNICIPAL RETIREMENT/SOCIAL SECURITY FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Local:					
Taxes- IMRF	\$ 1,388,690	\$ 1,188,921	\$ 2,546,319	\$ 1,445,676	\$ 2,359,530
Taxes-Social Security/Medicare	2,355,428	792,800	1,409,907	2,408,114	1,860,200
Taxes-Local Corporate	53,265	282,743	303,279	173,499	378,955
Pay in Lieu of Taxes:					
Mobile Home Privilege Tax IMRF	252	1,113	1,700	908	800
Mobile Home SS/Med	1,849	741	942	1,513	1,250
Decatur Housing Authority IMRF	296	1,294	1,439	877	750
Decatur Housing Authority SS/Med	2,175	863	797	1,462	1,000
Interest on Investments	16,223	37,999	68,242	57,671	40,000
Interest-Real Estate Taxes	511	516	4,312	8,771	6,000
Other	14,829	59,358	16,814	15,576	28,765
Total Local Sources	3,833,518	2,366,348	4,353,751	4,114,067	4,677,250
Federal:					
SAMSHA	-	13,406	-	-	-
Total Federal Sources	-	13,406	-	-	-
TOTAL REVENUE	\$ 3,833,518	\$ 2,379,754	\$ 4,353,751	\$ 4,114,067	\$ 4,677,250
EXPENDITURES					
Instruction:					
Regular Programs/Pre K Programs	\$ 420,627	\$ 460,634	\$ 474,435	\$ 492,078	\$ 586,785
Special Ed Programs/Remedial Program	462,789	951,770	1,069,280	901,427	919,630
Adult/Continuing Ed Programs	7,255	-	-	-	-
Vocational Programs	2,120	-	1,519	2,241	2,640
Interscholastic Programs	41,163	52,935	63,203	57,336	52,025
Summer School/Gifted Programs	649	707	758	1,249	655
Driver's Education	1,814	1,689	1,571	939	2,320
Bilingual Programs	2,104	2,198	2,868	3,306	3,770
Alternative Programs	10,559	11,523	16,541	36,306	71,485
Total Instruction	949,080	1,481,456	1,630,175	1,494,882	1,639,310
Support Services:					
Pupil	257,238	278,239	273,175	287,751	302,970
Instructional Staff	229,524	238,535	200,609	181,492	164,990
General Administration	170,558	171,138	164,462	159,710	171,615
School Administration	322,689	315,667	293,928	301,997	349,270
Business	1,381,022	1,358,979	1,267,412	1,319,229	1,365,280
Central	194,120	211,117	205,055	219,146	237,930
Other Support Services	931	923	2,788	3,061	12,005
Total Support Services	2,556,082	2,574,598	2,407,429	2,472,386	2,604,060
Community Services	166,522	187,840	150,642	179,328	181,240
TOTAL EXPENDITURES	\$ 3,671,684	\$ 4,243,894	\$ 4,188,246	\$ 4,146,596	\$ 4,424,610

IMRF/SOCIAL SECURITY/MEDICARE			
EMPLOYER COST			
	Social		
Year	IMRF	Security	Medicare
2020	10.69%	6.20%	1.45%
2021	10.99%	6.20%	1.45%

**CAPITAL PROJECTS FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Local:					
Interest on Investments	\$ 11,775	\$ 18,069	\$ 59,912	\$ 112,971	\$ 50,000
School Facility Occupation Tax	827,548	350,611	-	-	
Transfer From Working Cash	-	2,700,000	-	9,714,846	
Other	-	219,009	230,314	26,948	
Premium on Bonds Sold	-	-	-	-	
Federal aid:					621,714
TOTAL REVENUE	\$ 839,323	\$ 3,287,689	\$ 290,226	\$ 9,854,765	\$ 671,714
EXPENDITURES					
Salaries	\$ 43,488	\$ 8,838	\$ 974	\$ -	
Purchased Services	1,030,202	1,071,830	381,409	11,005,077	19,430,848
Supplies	4,864	84,921	82,521	374,603	212,500
Capital Outlay	-	134,102	11,391	-	150,000
Non-Capitalized Equipment	-	-	3,793	65,996	
TOTAL EXPENDITURES	\$ 1,078,554	\$ 1,299,691	\$ 480,088	\$ 11,445,676	\$ 19,793,348

**TORT IMMUNITY/JUDGMENT FUND
SUMMARY**

	16-17 ACTUAL	17-18 ACTUAL	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE					
Local:					
Taxes- Levy	\$ 2,574,217	\$ 1,393,458	\$ 2,782,322	\$ 2,902,796	\$ 2,757,760
Pay in Lieu of Taxes:					
Mobile Home Privilege Tax	1,409	1,303	1,857	1,824	1,300
Decatur Housing Authority	1,657	1,516	1,572	1,762	1,500
Interest on Investments	9,624	28,605	61,456	55,827	20,000
Interest-Real Estate Taxes	343	363	3,033	6,607	3,000
Other	294	16,919	-	-	
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total Local Sources	<u>\$ 2,587,544</u>	<u>\$ 1,442,164</u>	<u>\$ 2,850,240</u>	<u>\$ 2,968,816</u>	<u>\$ 2,783,560</u>
 EXPENDITURES					
Salaries	\$ 490,921	\$ 482,261	\$ 525,164	\$ 558,935	\$ 580,455
Employee Benefits	156,858	169,447	150,369	128,916	134,642
Purchased Services	1,335,972	2,268,487	1,708,824	1,134,960	1,650,200
Supplies	5,546	-	-	-	
Other (includes transfers)	20	69,859	100	-	
Non-Capitalized Equipment	253,166	-	-	-	
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL EXPENDITURES	<u>\$ 2,242,483</u>	<u>\$ 2,990,054</u>	<u>\$ 2,384,457</u>	<u>\$ 1,822,811</u>	<u>\$ 2,365,297</u>

**FIRE PREVENTION & SAFETY FUND
SUMMARY**

	15-16 ACTUAL	16-17 AUDIT	17-18 AUDIT	18-19 ACTUAL	19-20 PRE AUDIT	20-21 BUDGET
REVENUE						
Local:						
Taxes- Levy	\$ 332,336	\$ 335,939	\$ 174,073	\$ 343,328	\$ 336,518	\$ 338,560
Pay in Lieu of Taxes:						
Mobile Home Privilege Tax	176	193	163	229	212	175
Decatur Housing Authority	192	227	190	194	204	190
Interest on Investments	4,771	19,724	33,227	84,667	52,329	150,000
Interest-Real Estate Taxes	38	47	45	374	765	500
Bond Proceeds	1,337,000	-	-	-	32,641,687	
TOTAL REVENUE	\$ 1,674,513	\$ 356,130	\$ 207,698	\$ 428,792	\$ 33,031,715	\$ 489,425
EXPENDITURES						
Salaries	\$ 64,934	\$ 48,959	\$ 3,358	\$ 8,020	\$ 7,366	\$ 22,500
Benefits	-	-	144	-	-	
Purchased Services	348,816	789,129	483,038	116,823	1,333,830	32,541,954
Supplies & Materials	29,812	33,182	15,814	12,380	-	95,000
Capital Outlay	3,984	-	-	-	-	
Other	-	-	-	-	-	
Non-Capitalized Equipment	-	1,210	-	-	-	
TOTAL EXPENDITURES	\$ 447,546	\$ 872,480	\$ 502,354	\$ 137,223	\$ 1,341,196	\$ 32,659,454

Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: Award Specific Alternate Bids Associated with the BOLD Facility Plan
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: N/A
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The Board previously awarded base bids for the Building better Opportunities for Learning in Decatur (**BOLD**) facility plan. Each of the bid packages had additional projects that were bid as alternates.

CURRENT CONSIDERATIONS:

After reviewing revenue sources for the projects as well as current expenditure commitments, administration is recommending that the Board approve the following alternate bids for the Johns Hill Project:

<u>Alternate</u>	<u>Contract</u>	<u>Amount</u>
A-3: Lighting, sidewalks, and paving north of the building	O'Shea Builders	\$87,215
A-4: New entrance apron at Johns Street	O'Shea Builders	\$12,078
A-5: Bus drop-off loop at the west driveway	O'Shea Builders	\$41,886
A-6: Replace chain link fence at Pigott Field	O'Shea Builders	\$91,610
A-8: Sidewalks and lighting at the south side of the building	O'Shea Builders	\$120,585
A-9: East parking lot overlay, sidewalk, curb cuts, and lighting	O'Shea Builders	\$139,926
A-10: West parking lot over lay and lighting	O'Shea Builders	\$43,760

FINANCIAL CONSIDERATIONS:

The above noted alternate bids, in a total amount of \$537,060 would be paid from the Capital Projects Fund. In awarding the alternate contracts, the District will incur additional fees for architect/engineers services as well as construction management services.

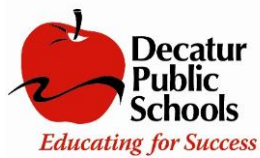
STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the alternate bids in the amount of \$537,060, plus associated CM/A/E fees, as presented and assign the contracts to construction management, O'Shea Builders.

RECOMMENDED ACTION:

☒ X Approval
☐ Information
☐ Discussion

BOARD ACTION: _____



Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: Rescinding of Zoom District License
Initiated By: Dr. Paul Fregeau, Superintendent	Attachments: N/A
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

At the Board Meeting on September 8, 2020, an agreement to approve the Zoom District License for a K-12 Account was presented and recommended for approval to the Board of Education in error.

CURRENT CONSIDERATIONS:

This agreement should not have been presented and/or recommended to the Board of Education for approval.

FINANCIAL CONSIDERATIONS:

The total cost of the annual Zoom K-12 license was \$36,000.00.

STAFF RECOMMENDATION:

The Superintendent of Decatur Public Schools respectfully requests the Board of Education rescind their vote taken during the September 08, 2020 Board of Education meeting that approved the purchase of the District Zoom License for \$36,000 and up to \$1,200 in Audio Monthly service.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

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

DATE/TIME: September 08, 2020

4:00 PM

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

PRESENT: Beth Nolan, President
Kendall Briscoe (Zoom)
Regan Lewis
Andrew Taylor
Courtney Carson, Vice President (Zoom)
Beth Creighton
Dan Oakes (Zoom)

STAFF: Superintendent Dr. Paul Fregeau, Board Secretary Melissa Bradford, Attorney Brian Braun and others

President Nolan called the meeting to order at 4:00 PM.

TOPIC	DISCUSSION	ACTION
Call for Closed Executive Session	President Nolan called the meeting to order and moved into Closed Executive Session to conduct an employee discipline hearing and to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, 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, and collective negotiating matters between the Board and representatives of its employees, seconded by Mr. Oakes.	Board moved to Closed Executive Session at 4:00 PM.
	Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Oakes, Lewis (Zoom), Creighton, Briscoe (Zoom), Carson, Nolan, Taylor Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent	
	For the record, the following Board Members participated via audio/zoom: Board Members Kendall Briscoe and Regan Lewis.	
Return to Open Session	President Nolan motioned to return to Open Session, seconded by Mr. Oakes. All were in favor.	Returned to Open Session at 6:17 PM.
Open Session Continued	President Nolan noted that the Board of Education had been in Closed Executive Session to conduct an employee discipline hearing and to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, 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, and collective negotiating matters between the Board and representatives of its employees. No action was taken during Closed Executive Session.	Information only.

TOPIC	DISCUSSION	ACTION
Pledge of Allegiance	<p>President Nolan led the Pledge of Allegiance.</p> <p>President Nolan stated to the listening audience, “Because of the COVID 19 crisis and the Governor’s disaster declarations, this meeting was not fully open. A fully in-person meeting was not practical or prudent because of COVID 19.”</p> <p>For the record, Board Members Kendall Briscoe, Regan Lewis, other District Leadership Team Members, the Student Ambassadors and a community member participated via zoom.</p>	
Oath to Student Ambassadors	<p>Board Members Beth Creighton and Regan Lewis administered the “oath of office” to the four Student Ambassadors:</p> <ul style="list-style-type: none"> • Eisenhower High School: Jalyn Pearce and Caleb McKinley • MacArthur High School: Shakaria Selvy and Daniel Flores <p>These students will serve as advocates for their student body for the 2020-2021 school year.</p>	Information only.
Approval of Agenda, September 08, 2020	<p>Superintendent Fregeau recommended the Board approve the September 08, 2020 Open Session Board Meeting agenda as presented.</p> <p>Vice President Carson moved to approve the recommendation, seconded by Mrs. Lewis. All were in favor.</p>	Agenda was approved as presented.
Community Spotlight	Ashley Grayned, Executive Director of Strategic Planning and Innovative Learning introduced the representatives from the Children’s Museum of Illinois and shared information regarding the great partnership with Decatur Public Schools.	Information only.
Board and/or Committee Reports/ Discussion	President Nolan noted that the Finance Committee met and they discussed a priority list pertaining to the BOLD Facility Plan. The true scope of the building expenditures was approximately \$70 million; \$55 million will come from Bond monies and other funding avenues were being researched.	Information only.
Resolution on Racism	Mrs. Creighton reminded everyone that they would go through each section during the October 27, 2020 Board meeting. The expectation was to bring forth a recommendation. Each team needs to have the list of volunteers from District employees. Also, do not forget to track the time and attendance for these meetings. Mrs. Briscoe reiterated the tracking and noted that there would be a discussion in October on how to proceed and what would be needed moving forward.	Information only.
Construction Consultant	President Nolan and the Board Members thanked Mike Sotiroff, Construction Consultant, for coming back to the District in a time of need. Mr. Sotiroff thanked the Board of Education for the opportunity.	Information only.
Supt’s Report Year Three (3)	Superintendent Fregeau presented an update to Year Three (3) Annual Priorities and Smart Goals from the Strategic Plan (see attached). The District is currently in year three (3) of a five (5) year plan. The purpose of the Strategic Plan is as follows:	Information only.

TOPIC	DISCUSSION	ACTION
-------	------------	--------

- Annual Priorities and Smart Goals**
1. Launch our District from its current state to our desired state of being.
 2. Help us think futuristically without precedents.
 3. Shift our District to become strategic thinkers and embrace a strategic mindset to help us understand the plan and make it happen.
 4. Focuses on identifying gaps in our system, not just normal operations.

Smart Goals will help each department support Teaching & Learning (T&L), therefore, each department was asked to develop a Smart Goal that would help support the work of T&L. Their goal was based off of the following:

S	Specific – Target a specific area for improvement; use action words.
M	Measurable – Quantify an indicator of progress; use metrics or data targets.
A	Attainable – Make sure it is within your scope and possible to accomplish.
R	Realistic – What results can be achieved, given available resources.
T	Time-Bound – Specify when the results will be achieved.

Each department will report out on their Smart Goal during a Board meeting.

Mrs. Briscoe noted that during the conversation of one high school, we are not closing down a building. We are trying to provide more resources for our high school students.

Mr. Taylor asked if the District planned to target specific sectors (employers) to help identify the skill gaps. Superintendent Fregeau replied not specific sectors. We want the students to be able to work in a variety of sectors, not just one career/course.

President Nolan noted that there would be a renewed focus on T&L; initiatives will be centered on improving student outcomes. This is a commitment from the Board of Education. Superintendent Fregeau replied that Jeff Dase, Assistant Superintendent of T&L set the tone regarding the District's data and where we need to be and the support needed moving forward.

Technology Update

Maurice Payne, Director of Information Technology (IT), presented a Technology update (see attached). The Smart Goals from IT that would support the work of Teaching and Learning (T&L) were as follows:

Information only.

Goal 1: By 8/17, IT will have 97% of student iPads from the refresh (Grades 3-8) setup. They will be placed in carts for students registered by 8/5.

Goal 2: IT will also have 97% of staff devices (MacBook and iPad) deployed by 8/28 for new staff hired on or before 8/5.

Impact on Teaching and Learning

- Student who are issued an iPad are ready to participate in Virtual Learning.
- Staff members receiving their district-issued devices are prepared to facilitate Virtual Learning.

TOPIC	DISCUSSION	ACTION
Technology Update Continued	<p>IT's rebuilding plan was as follows</p> <p><u>Phase 1:</u></p> <ul style="list-style-type: none"> • Network infrastructure upgrades. • Application system upgrades/replacements. <p><u>Phase 2:</u></p> <ul style="list-style-type: none"> • Refine system configurations to maximize performance. • System integration. • Streamline district logins. <p><u>Phase 3:</u></p> <ul style="list-style-type: none"> • Long-term infrastructure upgrades. <p>Mrs. Creighton noted that she had received feedback that IT has been very responsive during virtual learning. The Board Members thanked IT.</p>	Information only.
First Read: School Board Policies	<p>Dr. Todd Covault, Chief Operational Officer, presented updates to the following School Board Policies (see attached):</p> <ul style="list-style-type: none"> • Section 02 School Board Policies 2:260 and 2:265 • Section 05 General Personnel Policies 5:10, 5:20, 5:100, 5:220 and 5:330 <ul style="list-style-type: none"> ○ 5:330 – Mrs. Creighton noted that this also deals with Section 04 of the Resolution on Racism and they discussed two major issues: <ul style="list-style-type: none"> ▪ Renaming Columbus Day as Indigenous Peoples' Day, but Columbus Day is a state holiday and they would have to change the name. Dr. Covault had reached out to the state and was awaiting a response. However, it could be named both. ▪ Recognizing Juneteenth as a <u>paid</u> holiday. This date had not been recognized for many years. ▪ Casimir Pulaski Day is a state holiday. ▪ Attorney Braun noted that the District could waive out state holidays, but Juneteenth would have to be bargained with the unions. ▪ There is a waiver process for state holidays. <p>Attorney Braun noted that an option was to waive out Columbus Day and substitute a holiday, but it may be best to add Indigenous Peoples' Day to Columbus Day instead.</p> <p>President Nolan noted that she was onboard with Juneteenth as a paid holiday. However, is there a way to waive out of Casimir Pulaski Day and not increase the number of paid holidays by adding Juneteenth? Attorney Braun noted Juneteenth would only affect some unions, but Casimir Pulaski Day would affect all unions. More information forthcoming.</p> <ul style="list-style-type: none"> • Section 07 Students Policies 7:10, 7:20, 7:180 and 7:185 <p>The above policy updates will be recommended for approval during the September 22, 2020 Board of Education meeting.</p>	Information only.

TOPIC	DISCUSSION	ACTION
Personnel Action Items	<p>Superintendent Fregeau recommended the Board approve the Personnel Action Items listed in the Memo from Deanne Hillman, Director of Human Resources as presented.</p> <p>Mr. Oakes moved to approve the recommendation, seconded by Mr. Taylor. Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Carson, Creighton, Taylor, Briscoe, Oakes, Lewis, Nolan Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. Personnel Action Items were approved as presented.</p>
Termination of Non-certified Teaching Assistant	<p>Superintendent Fregeau recommended the Board approve the Termination of Abigail (Abby) McIntosh, a Non-certified Teaching Assistant, Due to Job Abandonment as presented.</p> <p>Mr. Oakes moved to approve the recommendation, seconded by Vice President Carson.</p> <p>Mrs. Hillman noted that a job abandonment was if an employee chose not to report to work after multiple attempts by the building principal and Human Resources. There is a letter sent asking the employee to contact HR within 48 hours to explain the circumstances and if none, the District will move towards termination.</p> <p>The employee had not received any wages since the first report date of August 10, 2020. Health insurance benefits were through August 31, 2020, but since the District was in a new month, the insurance would be provided through September 2020.</p> <p>President Nolan asked if there was a way for the District to be reimbursed for the health insurance since the employee never showed up for work. Mrs. Hillman replied that she would research. Attorney Braun replied you could not payroll deduct and the only other option was to sue the employee.</p> <p>The District was unable to fill and/or post the position because the employee never notified the District that she was not returning to work.</p> <p>Mrs. Briscoe asked if the employee was eligible for re-employment with the District. Mrs. Hillman replied yes, but there would be something in the personnel file. Mrs. Briscoe asked if someone called for a reference on the employee could we state that the employee was terminated due to job abandonment. Attorney Braun and Mrs. Hillman replied yes.</p> <p>Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Creighton, Taylor, Oakes, Nolan, Lewis, Carson, Briscoe Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. Termination of Abigail (Abby) McIntosh, Teaching Assistant, was approved as presented.</p>

TOPIC	DISCUSSION	ACTION
Cole Counseling Services Contract for Wellness Services	<p>Superintendent Fregeau recommended the Board approve the Cole Counseling Services Contract for Decatur Public School District 61 Wellness Services as presented.</p> <p>Mrs. Creighton moved to approve the recommendation, seconded by Mr. Taylor. Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Carson, Creighton, Taylor, Briscoe, Oakes, Lewis, Nolan Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. Cole Counseling Services Contract for Wellness Services was approved as presented.</p>
School Improvement Plans for 12 Schools	<p>Superintendent Fregeau recommended the Board approve the School Improvement Plans for American Dreamer STEM Academy, Baum, Dennis, Franklin, Hope Academy, Montessori Academy for Peace, Muffley, Oak Grove, Parsons, South Shores, Stevenson and Stephen Decatur Middle School as presented.</p> <p>Vice President Carson moved to approve the recommendation, seconded by Mr. Taylor.</p> <p>Mrs. Creighton asked if the supply page could be more detailed. Mary Ann Schloz replied that these were working documents and she could ask each school to add information that is more detailed. President Nolan noted that this would assist principals with owning their budgets. Mrs. Schloz noted that some schools received more funding due to COVID-19 and that could be part of the reason.</p> <p>Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Nolan, Briscoe, Lewis, Oakes, Creighton, Taylor, Carson Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. The School Improvement Plans for 12 schools were approved as presented.</p>
iPad Purchase	<p>Superintendent Fregeau recommended the Board approve the iPad Purchase as presented.</p> <p>Mrs. Creighton moved to approve the recommendation, seconded by Mr. Taylor. Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Lewis, Oakes, Creighton, Carson, Briscoe, Nolan, Taylor Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. iPad Purchase was approved as presented.</p>
Zoom District License	<p>Superintendent Fregeau recommended the Board approve the Zoom District License as presented.</p> <p>Mrs. Creighton moved to approve the recommendation, seconded by Mrs. Briscoe. Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Creighton, Taylor, Oakes, Nolan, Lewis, Carson, Briscoe Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. Zoom District License was approved as presented.</p>

TOPIC	DISCUSSION	ACTION
School Board Policy	<p>Superintendent Fregeau recommended the Board approve the updates to School Board Policy 7:100 Health, Eye and Dental Examinations; Immunizations; Exclusion of Students as presented. The deadline date for Immunizations has been changed to October 15, 2020.</p> <p>Mrs. Creighton moved to approve the recommendation, seconded by Mrs. Lewis. Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Oakes, Nolan, Lewis, Briscoe, Creighton, Taylor, Carson Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. School Board Policy 7:100 was approved as presented.</p>
Consent Items	<p>Superintendent Fregeau recommended the Board approve the Consent Items as presented:</p> <ul style="list-style-type: none"> A. Minutes: Open/Closed Meetings August 18, 2020 B. Bills C. Job Description: Student Behavioral Interventionist (S3) D. Security Awareness Renewal (S2) E. Montessori Academy for Peace Orchestra Program Fundraiser (S1) <p>Mrs. Creighton moved to approve the recommendation, seconded by Mrs. Briscoe. Hearing no questions, President Nolan called for a Roll Call Vote: Aye: Taylor, Carson Creighton, Oakes, Nolan, Lewis, Briscoe Nay: None Roll Call Vote: 7 Aye, 0 Nay, 0 Absent</p>	<p>Motion carried. Consent Items were approved as presented.</p>
Public Participation	<p>President Nolan noted that during Public Participation, the Board of Education asked for the following:</p> <ul style="list-style-type: none"> • Identify oneself and be brief. • Any public comments received will be read during this time. • Comments should be limited to 3 minutes. <p>For our listening audience, please note that during any Board of Education meeting and public participation, Board Members do NOT respond and/or comment to public comments. Furthermore, the Board refrains from referring to specific students or staff members by name, and requests that public commenters refrain from doing so as well.</p> <p>None at this time.</p>	<p>Information only.</p>
Announcements	<p>The Board of Education sends condolences to the families of:</p> <p>Lillie R. West-Perkins, who passed away Thursday, August 20, 2020. Ms. West-Perkins was the mother of Tamara Garner, Custodian at Stephen Decatur Middle School, Aunt of Tavia West, Teaching Assistant, and the cousin of Melissa Bradford,</p>	<p>Information only.</p>

TOPIC **DISCUSSION** **ACTION**

Executive Administrative Assistant to the Board of Education and the Superintendent and Craig Green, Custodial Foreman.

Harry J. Kemper, who passed away Friday, August 21, 2020. Mr. Kemper retired as the Director of Buildings and Grounds in Decatur Public Schools. He was the father of Sue Kemper and father-in-law of Kim Schafer, retirees from Decatur Public Schools.

**Important
Dates****NEXT MEETING**

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, September 22, 2020 at the Keil Administration Building.

Information
only.

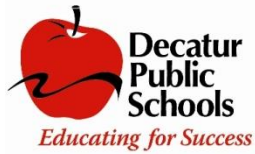
Adjournment

President Nolan asked for a motion to adjourn the Open Session. Mrs. Creighton motioned, seconded by Mr. Oakes. All were in favor.

Board
adjourned at
7:45 PM.

Beth Nolan, President

Melissa Bradford, Board Secretary



Board of Education Decatur Public School District 61

Date: September 22, 2020	Subject: Monthly Financial Conditions Report
Initiated By: Todd Covault, Chief Operational Officer	Attachments: Financial Conditions Report
Reviewed By: Dr. Paul Fregeau, 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 FY21, the Macon-Piatt Special Education District has expended 5.96% of its overall budget; Decatur 61 has expended 7.96% of its overall budget.

As of September 16, 2020 the State Comptroller is holding FY20 ISBE vouchers in the amount of \$406,061 of which \$250,693 is associated with the Early Childhood Block Grant; and, FY21 vouchers in the amount of \$707,754 of which all is associated with the Early Childhood Block Grant.

The District's August 2020 month-end education fund balance is \$26,706,023; the August 2019 month-end education fund balance was \$23,192,213.

FINANCIAL CONSIDERATIONS:

n/a

STAFF RECOMMENDATION:

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

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

2020-2021 Decatur Public S.D. #61
Fund Balance Summary - August 31, 2020

<u>Fund</u>	<u>Pre Audit</u> <u>Fund Balance</u> <u>07/01/20</u>	<u>Revenues</u> <u>Year-to-Date</u>	<u>Expenditures</u> <u>Year-to-Date</u>	<u>Net Cash</u> <u>Flow</u>	<u>Change in</u> <u>Fund</u> <u>Balance</u>	<u>Balance</u> <u>08/31/20</u>	<u>Budget</u> <u>Balance</u> <u>06/30/21</u>
DISTRICT # 61							
Education	\$18,408,485	\$18,473,821	\$10,176,283	\$8,297,538	\$0	\$26,706,023	\$ 12,469,875
Operation & Maintenance	\$1,235,457	\$1,886,516	\$883,701	\$1,002,815	\$0	\$2,238,272	\$ 1,310,542
Debt Service	\$3,875,712	\$2,116,573	\$0	\$2,116,573	\$0	\$5,992,285	\$ 5,935,482
Transportation	\$2,736,640	\$1,749,270	\$1,359,410	\$389,860	\$0	\$3,126,500	\$ 1,523,180
IMRF	\$1,078,326	\$1,312,467	\$285,978	\$1,026,489	\$0	\$2,104,815	\$ 1,542,596
Social Security/Medicare	\$1,620,939	\$1,033,286	\$180,978	\$852,308	\$0	\$2,473,247	\$ 1,409,309
Capital Projects Fund	\$1,307,761	\$396	\$7,187,919	(\$7,187,523)	\$0	(\$5,879,762)	\$ 1,186,127
Working Cash	\$5,216,695	\$189,247	\$0	\$189,247	\$0	\$5,405,942	\$ 5,563,345
Tort Immunity/Judgment	\$3,004,056	\$1,528,869	\$441,817	\$1,087,052	(\$35,342)	\$4,055,766	\$ 3,422,319
Fire Prevention/Safety	\$35,322,345	\$191,788	\$596,901	(\$405,113)	\$0	\$34,917,232	\$ 3,152,316
Totals District 61	\$73,806,416	\$28,482,233	\$21,112,987	\$7,369,246	(\$35,342)	\$81,140,320	\$37,515,091
Macon-Piatt Special Ed District	\$5,042,458	\$562,910	\$1,150,270	(\$587,360)	\$0	\$4,455,098	\$ 4,010,874

Macon-Piatt Special Education District
Report Date: August 2020
Financial Condition as of August 31, 2020

Percent of year passed: 17%

Revenues	Budget	Actual Year to Date	Percent Received/Used
12 Education	19,306,662	562,910	2.92%
22 Operation & Maintenance	-	-	0.00%
42 Transportation	-	-	0.00%
52 IMRF	-	-	0.00%
Total Revenues	19,306,662	562,910	2.92%

Expenditures			
12 Education	17,661,743	1,067,103	6.04%
22 Operation & Maintenance	393,670	2,571	0.65%
42 Transportation	23,750	2,115	8.91%
52 IMRF	1,227,499	78,481	6.39%
Total Expenditures	19,306,662	1,150,270	5.96%

Net Cash			
Total Revenues	19,306,662	562,910	2.92%
Total Expenditures	19,306,662	1,150,270	5.96%
Net Cash	-	(587,360)	

Fund Balances	Actual
12 Education	4,455,098

Decatur Public School District #61
Report Date: August 2020
Financial Condition as of August 31, 2020

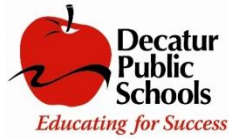
Percent of year passed: 17%

Revenues	Tentative Budget	Actual Y-T-D	Percent Received/Used	FY 20 Percent Received/Used As Of 8/31/19
10 Education	96,728,150	18,473,821	19.10%	18.84%
20 Operation & Maintenance	6,655,600	1,886,516	28.34%	29.63%
30 Debt Service	73,136,161	2,116,573	2.89%	11.50%
40 Transportation	5,365,636	1,749,270	32.60%	28.32%
50 IMRF	2,780,730	1,312,467	47.20%	47.08%
51 Social Security	1,896,520	1,033,286	54.48%	53.02%
60 Capital Projects	19,671,714	396	0.00%	19.72%
70 Working Cash	19,346,650	189,247	0.98%	1.77%
80 Tort Immunity/Judgment	2,783,560	1,528,869	54.92%	52.87%
90 Fire Prevention/Safety	489,425	191,788	39.19%	1.56%
Total Revenues	228,854,146	28,482,233	12.45%	17.87%

Expenditures				
10 Education	102,666,760	10,176,283	9.91%	9.65%
20 Operation & Maintenance	6,580,515	883,701	13.43%	25.65%
30 Debt Service	71,076,391	-	0.00%	0.00%
40 Transportation	6,579,096	1,359,410	20.66%	1.46%
50 IMRF	2,316,460	285,978	12.35%	9.45%
51 Social Security	2,108,150	180,978	8.58%	8.74%
60 Capital Projects	19,793,348	7,187,919	36.31%	5.93%
70 Working Cash	19,000,000	-	0.00%	45.42%
80 Tort Immunity/Judgment	2,365,297	441,817	18.68%	17.99%
90 Fire Prevention/Safety	32,659,454	596,901	1.83%	1.40%
Total Expenditures	265,145,471	21,112,987	7.96%	10.20%

Net Cash			
Total Revenues	228,854,146	28,482,233	12.45%
Total Expenditures	265,145,471	21,112,987	7.96%
Net Cash	(36,291,325)	7,369,246	

Fund Balances	Actual
10 Education	26,706,023
20 Operation & Maintenance	2,238,272
30 Debt Service	5,992,285
40 Transportation	3,126,500
50 IMRF	2,104,815
51 Social Security/Medicare	2,473,247
60 Capital Projects	(5,879,762)
70 Working Cash	5,405,942
80 Tort Immunity/Judgment	4,055,766
90 Fire Prevention/Safety	34,917,232
Total Funds	81,140,320



Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: Treasurer's Report
Initiated By: Dr. Todd Covault, Chief Operational Officer	Attachments: Treasurer's Report
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The attached report details the District's investments and the status of the District's cash as of August 31, 2020.

CURRENT CONSIDERATIONS:

N/A

FINANCIAL CONSIDERATIONS:

The Capital Projects Fund currently indicates a significant imbalance of nearly \$6 million. The Fire Prevention and Safety Fund, with cash and investments of nearly \$35 million, is currently lending funds to the Capital Projects Fund. This imbalance will be resolved with the Working Cash Bond issuance in February 2021.

STAFF RECOMMENDATION:

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

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

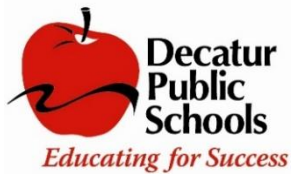
BOARD ACTION: _____

DECATUR PUBLIC SCHOOL DISTRICT #61
TREASURER'S REPORT
AUGUST 2020

	Cash/Investments as of 07/31/20	Receipts	Disbursements	Change/Interest	Cash/Investments as of 08/31/20
Education	20,445,716.92	13,238,184.88	6,747,216.55	5,395.71	26,942,080.96
Operations & Maintenance	1,829,907.36	883,394.13	476,264.41	15.95	2,237,053.03
Debt Service	5,174,399.62	817,424.56	0.00	461.34	5,992,285.52
Transportation	1,853,381.62	1,349,274.94	93,516.62	608.03	3,109,747.97
IMRF	1,667,420.67	612,260.89	175,045.38	179.10	2,104,815.28
Social Security	2,101,643.82	482,316.95	111,013.06	298.85	2,473,246.56
Capital Projects	(2,271,943.55)	0.00	3,608,035.37	216.81	(5,879,762.11)
Working Cash	5,317,222.43	87,789.59	0.00	929.90	5,405,941.92
Tort/Judgment Immunity	3,413,495.05	715,185.20	68,616.78	538.68	4,060,602.15
Fire Prevention & Safety	35,162,372.79	87,789.59	336,795.03	3,865.57	34,917,232.92
Macon-Piatt Special Education	5,251,353.24	193,653.21	991,612.53	954.11	4,454,348.03
Activities	563,161.01	2,561.20	9,232.52	88.82	556,578.51
	80,508,130.98	18,469,835.14	12,617,348.25	13,552.87	86,374,170.74

Dr. Todd Covault

08/31/20



Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: IMRF Compensation Report
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: IMRF Compensation Report
Reviewed By: Dr. Paul Fregeau, 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 2019-20. The IMRF Compensation Report will be posted on the District's website beginning September 23, 2020.

FINANCIAL CONSIDERATIONS:

There are no financial considerations.

STAFF RECOMMENDATION:

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

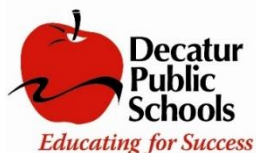
RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

Public Act 0967-0609
IMRF Compensation Report FY 2019-20

Name	Position Description	Annual Salary	Employer PD Health Insurance	Bonus	Vehicle Allowance	Total Comp	Vacation Days/Hours	Sick Days/Hours
ATWATER, RYAN	MAINTENANCE WORKER	\$62,900.96	\$21,880.52	\$0.00	\$0.00	\$84,781.48	80	110
BAITY, JAMES	MAINTENANCE WORKER	\$62,754.24	\$21,880.52	\$0.00	\$0.00	\$84,634.76	80	110
BALES, STEPHANIE	PAYROLL SUPERVISOR	\$80,630.11	\$7,336.22	\$0.00	\$0.00	\$87,966.33	20	15
BARNETT, P CHRIS	ELECTRONIC REPAIR	\$70,812.34	\$7,336.22	\$5,000.00	\$874.64	\$84,023.20	20	15
BOLT, FLOYD M	MAINTENANCE WORKER	\$76,403.39	\$21,880.52	\$0.00	\$0.00	\$98,283.91	160	110
BRADFORD, MELISSA R	EXEC SECRETARY TO SUPER	\$71,256.72	\$7,336.22	\$0.00	\$0.00	\$78,592.94	20	15
BREWER, JAMES L	MAINTENANCE WORKER	\$69,021.28	\$7,336.22	\$0.00	\$0.00	\$76,357.50	160	110
BROWN, MARK R	MAINTENANCE WORKER	\$67,742.72	\$12,205.32	\$0.00	\$0.00	\$79,948.04	160	110
BURROWS, GWEN M	SENIOR RESEARCH ANALYST	\$86,818.60	\$7,336.22	\$0.00	\$0.00	\$94,154.82	20	15
CAMPBELL, DAVID III	MAINTENANCE WORKER	\$68,916.75	\$21,880.52	\$0.00	\$0.00	\$90,797.27	160	110
DALTON, BRAD L	TEAMSTER FOREMAN	\$64,154.46	\$11,887.54	\$0.00	\$0.00	\$76,042.00	80	120
GESKEY, KAY MARIE	ACCOUNTING SUPERVISOR	\$83,820.30	\$0.00	\$0.00	\$0.00	\$83,820.30	20	15
HAINLINE, DANNY F	FOREMAN - MAINTENANCE	\$79,109.64	\$0.00	\$0.00	\$0.00	\$79,109.64	20	15
HAWKINS SR, HARRY L	MAINTENANCE WORKER	\$70,178.38	\$21,880.52	\$0.00	\$0.00	\$92,058.90	80	110
HENRY, SHANNON	MAINTENANCE WORKER	\$64,221.44	\$12,205.32	\$0.00	\$0.00	\$76,426.76	160	110
HORVATH, GARY N	MAINTENANCE WORKER	\$67,449.28	\$11,887.54	\$0.00	\$0.00	\$79,336.82	160	110
KLINE, STEVEN C	DIRECTOR - BUILDINGS AND GROUNDS	\$108,890.05	\$12,205.32	\$0.00	\$814.32	\$121,909.69	16	15
KNIERIM, ROBERT E	MAINTENANCE WORKER	\$65,835.36	\$12,205.32	\$0.00	\$0.00	\$78,040.68	160	110
LINDSEY, ANTHONY M	IT NETWORK MANAGER	\$70,017.64	\$11,887.54	\$0.00	\$0.00	\$81,905.18	20	15
PECK, DWIGHT D	MAINTENANCE WORKER	\$68,623.04	\$15,433.04	\$0.00	\$0.00	\$84,056.08	160	110
PETERS, AARON M	MAINTENANCE WORKER	\$56,089.99	\$25,522.28	\$0.00	\$0.00	\$81,612.27	40	110
POWELL, JAMES	CUSTODIAN - HEAD 1ST SHIFT	\$55,082.88	\$21,880.52	\$0.00	\$0.00	\$76,963.40	160	120
RAY, JOSHUA	MAINTENANCE WORKER	\$75,437.89	\$7,336.22	\$0.00	\$0.00	\$82,774.11	160	110
SCRIBNER, THOMAS	CUSTODIAN - HEAD 2ND SHIFT	\$55,923.20	\$21,880.52	\$0.00	\$0.00	\$77,803.72	160	120
SHEPHERD, DUANE D	MAINTENANCE WORKER	\$67,596.00	\$12,205.32	\$0.00	\$0.00	\$79,801.32	160	110
SLEMP, TIMOTHY G	MAINTENANCE WORKER	\$62,607.52	\$21,880.52	\$0.00	\$0.00	\$84,488.04	80	110
SMITH, BLAKE A	EMSD/TECH SUPPORT LEVEL 3	\$68,154.30	\$18,245.45	\$0.00	\$0.00	\$86,399.75	20	15
STEPNEY, GILBERT A	MAINTENANCE WORKER	\$66,862.40	\$12,205.32	\$0.00	\$0.00	\$79,067.72	160	110
TAPSCOTT, PHILIP A	ASST DIR BUILDINGS AND GROUNDS	\$96,806.28	\$21,880.52	\$0.00	\$0.00	\$118,686.80	17	15
TAPSCOTT, SCOTT E	MAINTENANCE WORKER	\$68,280.12	\$11,887.54	\$0.00	\$0.00	\$80,167.66	160	110
TIPTON, NOAH F	MAINTENANCE WORKER	\$71,752.00	\$21,880.52	\$0.00	\$0.00	\$93,632.52	80	110
TORBERT, ROGER W JR	MAINTENANCE WORKER	\$76,158.38	\$7,336.22	\$0.00	\$0.00	\$83,494.60	160	110
TRIMBY, NICHOLAS C	MAINTENANCE WORKER	\$63,194.40	\$21,880.52	\$0.00	\$0.00	\$85,074.92	80	110
TUGGLE, JENNIFER	EMSD/TECH SUPPORT LEVEL 3	\$77,145.04	\$21,880.52	\$0.00	\$0.00	\$99,025.56	20	15
WATSON, JOANIE L	COORDINATOR OF PURCHASING	\$77,276.71	\$8,149.52	\$0.00	\$0.00	\$85,426.23	20	15
WOODRUM, GLENN R JR	MAINTENANCE WORKER	\$67,302.56	\$12,205.32	\$0.00	\$0.00	\$79,507.88	160	110
YOUNG, ROBERT A	MAINTENANCE WORKER	\$75,896.53	\$21,880.52	\$0.00	\$0.00	\$97,777.05	160	110



Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: EIS Administrator and Teacher Salary and Benefits Report – School Year 2020
Initiated By: Deanne Hillman, Director of Human Resources	Attachments: EIS Administrator and Teacher Salary and Benefits Report – School Year 2020
Reviewed By: Dr. Paul Fregeau, 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, Teachers, and Teaching Assistants employed by the District.

CURRENT CONSIDERATIONS:

The attached Salary Compensation Report represents the dates for FY 2019-20. The Salary Compensation Report will be posted on the District's website beginning October 1, 2020, 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 that the Board of Education approve the EIS Administrator and Teacher Salary and Benefits Report as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

EIS Administrator and Teacher Salary and Benefits Report - School Year 2020

9/16/2020 2:45 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
ACREE, BRITTANY A	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$21,985.82
AKERS, ANN ELIZABETH	200-Teacher	\$64,590.00	1.00	0	10	\$0.00	\$0.00	\$6,387.94	\$12,003.24
ALBERT, JACOB M	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,104.12
ALLEN, ANGEL D	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,028.48
ALLEN, JODI L	250-Special Education Teacher	\$52,428.81	1.00	0	7	\$0.00	\$0.00	\$5,185.26	\$7,623.90
ALVA, ELIZABETH A	200-Teacher	\$36,186.34	1.00	0	10	\$0.00	\$0.00	\$3,578.80	\$7,362.84
ALVES, ALICIA A	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,373.48
ANDERSON, MARY J	103-Principal	\$105,369.00	1.00	5	13	\$0.00	\$0.00	\$10,421.05	\$289.54
ANDERSON-BIRD, KARRIE L	250-Special Education Teacher	\$63,730.00	1.00	0	10	\$0.00	\$0.00	\$6,302.92	\$22,089.08
ANDREWS, JULIE A	200-Teacher	\$48,830.00	1.00	0	10	\$0.00	\$0.00	\$4,829.24	\$27.20
ANDREWS, SARAH A	200-Teacher	\$67,710.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$20.70
ANDROFF, DANIEL S	200-Teacher	\$67,710.00	1.00	0	10	\$0.00	\$0.00	\$6,696.56	\$13,309.90
ANGLE, CHRISTINA	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$27.20
ATCHASON, ASHLEY R	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$7,373.48
ATHEY, TRICIA	200-Teacher	\$46,750.00	1.00	0	10	\$0.00	\$0.00	\$4,623.57	\$7,373.48
AUSTIN, SHERYL L	250-Special Education Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$21,929.83
BACON, APRIL J	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$7,373.48
BAER, JUSTIN	200-Teacher	\$45,250.00	1.00	0	10	\$0.00	\$0.00	\$4,475.37	\$6,916.72
BAILEY, KELLY K	200-Teacher	\$58,700.00	1.00	0	10	\$0.00	\$0.00	\$5,805.54	\$22,089.08
BALES, TONYA R	250-Special Education Teacher	\$59,310.00	1.00	0	10	\$0.00	\$0.00	\$5,865.85	\$23,977.38
BARISTA, DAVID J	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$12,964.06
BARNES, SUSAN	200-Teacher	\$62,720.00	1.00	0	10	\$0.00	\$0.00	\$6,203.07	\$12,007.44
BARNETT, SARA E	200-Teacher	\$41,250.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
BARRETT, BRIANNE	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.07	\$3,738.08
BART, KIMBERLY K	200-Teacher	\$67,710.00	1.00	0	10	\$0.00	\$0.00	\$6,696.57	\$12,968.26
BARTER, COURTNEY M	250-Special Education Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.83	\$22,082.58
BECK, KELSEY	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,217.68
BELL, SARAH M	200-Teacher	\$46,990.00	1.00	0	10	\$0.00	\$0.00	\$0.00	\$0.00
BELLER, STEPHENE	200-Teacher	\$46,460.00	1.00	0	10	\$0.00	\$0.00	\$4,594.97	\$27.20
BELLER, THOMAS W	200-Teacher	\$46,460.00	1.00	0	10	\$0.00	\$0.00	\$4,594.97	\$20,962.57

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
BELLINGER, STEPHANI L	200-Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$7,217.99
Berg, Kimberly J	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.49	\$22,082.58
BETZER, LISA E	200-Teacher	\$72,075.54	1.00	0	10	\$0.00	\$0.00	\$7,128.27	\$13,314.10
BICKEL, ALISON L	200-Teacher	\$26,327.33	1.00	0	10	\$0.00	\$0.00	\$2,603.82	\$8,223.89
BIRD, ATALECE M	200-Teacher	\$46,430.00	1.00	0	10	\$0.00	\$0.00	\$4,591.86	\$7,373.48
BIRD, SHARON	200-Teacher	\$55,960.00	1.00	0	10	\$0.00	\$0.00	\$5,534.61	\$27.20
BLACK, MARIANNE	153-Special Education Supervisor	\$75,261.00	1.00	5	13	\$0.00	\$0.00	\$7,443.28	\$22,075.90
BLACKETER, HANNAH	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$22,089.08
BLACKWELL, SHARIFA	104-Assistant Principal	\$75,747.00	1.00	5	13	\$0.00	\$0.00	\$7,491.38	\$6,872.47
BLADES, PAMELA S	200-Teacher	\$54,870.00	1.00	0	10	\$0.00	\$0.00	\$5,426.72	\$14,744.19
BLOOMFIELD, DOLORES R	200-Teacher	\$45,400.00	1.00	0	10	\$0.00	\$0.00	\$4,490.19	\$7,373.48
BODINE, AMANDA L	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$10,472.94
BOERGER, DEBBIE L	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$20,268.20
BOHANNON, AUDREY	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,373.48
BOHANNON, NATHAN R	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$7,373.48
BOHNSACK, MARIA	200-Teacher	\$71,300.00	1.00	0	10	\$0.00	\$0.00	\$7,051.71	\$7,630.40
BOLINE, SARAH E	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,373.48
Bone, Margaret Renee	200-Teacher	\$51,730.00	1.00	0	10	\$0.00	\$0.00	\$5,116.13	\$22,089.08
BONEBRAKE, MICHELLE R	104-Assistant Principal	\$71,826.00	1.00	0	13	\$0.00	\$0.00	\$7,103.71	\$12,086.96
BOOMER, KRISTINE D	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$12,003.24
BOROWSKI, BRITTANY R	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$9,383.85
BOUCHARD, FREDERICK L	101-Assistant/Associate District Superintendent	\$168,205.00	1.00	16	15	\$0.00	\$0.00	\$16,635.59	\$17,382.12
BOUCHARD, MICHELLE W	200-Teacher	\$69,460.00	1.00	0	10	\$0.00	\$0.00	\$6,869.71	\$20.70
BOYD, SUMMER B	200-Teacher	\$54,870.00	1.00	0	10	\$0.00	\$0.00	\$5,426.72	\$22,089.08
BOYNTON, THERESA P	250-Special Education Teacher	\$56,150.00	1.00	0	10	\$0.00	\$0.00	\$5,553.32	\$5,936.11
BRACKETT, PATRICIA J	200-Teacher	\$73,770.00	1.00	0	10	\$0.00	\$0.00	\$7,295.86	\$7,630.40
BRADEN, MARCY N	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$22,089.08
BRADSHAW, MICAH	200-Teacher	\$50,480.00	1.00	0	10	\$0.00	\$0.00	\$4,992.52	\$22,089.08
BRADY, MARY CATHLEEN	103-Principal	\$89,706.00	1.00	5	13	\$0.00	\$0.00	\$8,871.98	\$7,583.76
BRAHLER, ANNIE E	250-Special Education Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
BRANDT, DIANNE M	103-Principal	\$88,026.00	1.00	5	13	\$0.00	\$0.00	\$8,705.85	\$7,580.36
BRANSON, MERIJHA	200-Teacher	\$55,550.00	1.00	0	10	\$0.00	\$0.00	\$5,494.03	\$6,625.11
BREHM, PAIGE M	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$7,373.48
BREWER, CHELSEA	250-Special Education Teacher	\$47,520.00	1.00	0	10	\$0.00	\$0.00	\$4,699.77	\$22,089.08
BRIAR, EVAN J	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
BRICE, SARAH E	200-Teacher	\$53,220.00	1.00	0	10	\$0.00	\$0.00	\$5,263.44	\$17,247.50
BRINKMAN, BARBARA	250-Special Education Teacher	\$82,190.11	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
BRINKOETTER, ALLISON	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,366.98

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
BRINKOETTER, ELIZABETH A	200-Teacher	\$47,520.00	1.00	0	10	\$0.00	\$0.00	\$4,699.77	\$22,089.08
BRINKOETTER, JESSICA A	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$7,373.48
BROWN, AMY DIANE	200-Teacher	\$70,832.03	1.00	0	6	\$0.00	\$0.00	\$7,005.39	\$7,630.40
BROWN, CHARISSE A	250-Special Education Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$15,659.95
BROWN, JARRY	200-Teacher	\$49,490.00	1.00	0	10	\$0.00	\$0.00	\$4,894.51	\$22,089.08
BROWN, MICHELLE K	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$7,373.48
BROWN, PETER Z	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$0.00	\$0.00
BROWN, WHITNEY	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$10,479.44
BROWNING, TAMI L	200-Teacher	\$64,590.00	1.00	0	10	\$0.00	\$0.00	\$6,387.94	\$7,373.48
BRYAN, ELDON D	200-Teacher	\$63,250.00	1.00	0	10	\$0.00	\$0.00	\$6,255.60	\$16,606.54
BRYLES, ANGELA	200-Teacher	\$48,830.00	1.00	0	10	\$0.00	\$0.00	\$4,829.24	\$22,089.08
BUSCH, KATHERINE	200-Teacher	\$46,990.00	1.00	0	10	\$0.00	\$0.00	\$4,647.24	\$6,932.64
BYCZYNSKI, ARTHUR A	250-Special Education Teacher	\$64,840.00	1.00	0	10	\$0.00	\$0.00	\$6,412.65	\$7,373.48
BYLER, HYE-SEUNG	250-Special Education Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$27.20
CADIEUX, BAILEY	250-Special Education Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,366.98
CALHOUN, TINA L	250-Special Education Teacher	\$45,250.00	1.00	0	10	\$0.00	\$0.00	\$4,475.37	\$27.20
CAMACHO, DAWN	250-Special Education Teacher	\$55,550.00	1.00	0	10	\$0.00	\$0.00	\$5,494.05	\$7,219.02
CAMERON, JESSICA M	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$7,373.48
CARLISLE, ADAM W	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,373.48
CARTER, SHANNON E	250-Special Education Teacher	\$74,600.00	1.00	0	10	\$0.00	\$0.00	\$7,378.02	\$13,309.90
CARVER, TAMMY L	200-Teacher	\$70,080.00	1.00	0	10	\$0.00	\$0.00	\$6,931.06	\$12,968.26
CASE, ELIZABETH	250-Special Education Teacher	\$53,220.00	1.00	0	10	\$0.00	\$0.00	\$0.00	\$27.20
CASSIDY, STEPHANIE	250-Special Education Teacher	\$63,730.00	1.00	0	10	\$0.00	\$0.00	\$6,302.92	\$7,630.40
CHABAK, SHELLY A	200-Teacher	\$79,389.45	1.00	0	8	\$0.00	\$0.00	\$7,851.68	\$7,630.40
Christner, Jacob E	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$7,373.48
CHUMBLEY, ALISON LYNNE	250-Special Education Teacher	\$52,980.00	1.00	0	10	\$0.00	\$0.00	\$5,239.79	\$12,323.40
CLARK, BOBBI C	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$27.20
CLARK, CLAUDIA	250-Special Education Teacher	\$25,476.00	1.00	0	10	\$0.00	\$0.00	\$2,519.60	\$2,628.38
CLAYTON, CAROL J	200-Teacher	\$45,400.00	1.00	0	10	\$0.00	\$0.00	\$4,490.18	\$7,356.63
CLAYTON, JODELLE F	250-Special Education Teacher	\$79,968.47	1.00	0	6	\$0.00	\$0.00	\$7,908.93	\$13,303.40
CLICK, NATALIE	200-Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$12,003.24
CLIFTON, GABRIELLE L	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
COHLMAYER, ABIGAIL C	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$4,890.14
COLE, LINDA J	250-Special Education Teacher	\$58,820.00	1.00	0	10	\$0.00	\$0.00	\$5,817.24	\$7,304.66
COMERFORD, JULIE	250-Special Education Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$7,373.48
COMSTOCK, RENEE A	200-Teacher	\$52,780.00	1.00	0	10	\$0.00	\$0.00	\$5,220.02	\$27.20
CONN, ELDON K	103-Principal	\$88,026.00	1.00	5	13	\$0.00	\$0.00	\$8,705.85	\$22,129.28
CONRAD, ALYSSA N	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$11,996.74

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
CONRAD, RONALD E	200-Teacher	\$56,150.00	1.00	0	10	\$0.00	\$0.00	\$5,553.33	\$13,303.40
COOPER, ANNE E	200-Teacher	\$64,250.00	1.00	0	10	\$0.00	\$0.00	\$6,354.39	\$12,479.54
CORDOVA, REBECCA L	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$22,089.08
COVAULT, TODD	114-Chief School Business Official	\$187,411.00	1.00	20	15	\$0.00	\$0.00	\$0.00	\$514.88
CRAVEN, CARISSA F	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.48
CREASON, JACKALYN N	200-Teacher	\$15,181.38	1.00	0	10	\$0.00	\$0.00	\$1,501.43	\$3,646.36
CREIGHTON, KEITH A	104-Assistant Principal	\$75,303.00	1.00	0	13	\$0.00	\$0.00	\$7,447.44	\$22,010.41
CROOK, MEREDITH T	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$7,373.48
CRUTCHER, JASON D	200-Teacher	\$55,550.00	1.00	0	10	\$0.00	\$0.00	\$5,494.05	\$18,867.11
CUNNINGHAM, NICOLE A	200-Teacher	\$52,780.00	1.00	0	10	\$0.00	\$0.00	\$5,220.02	\$22,089.08
DAGGETT, ALEXANDRA M	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
DANBURY, JESSE	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$22,089.08
DANCE, CAROL	200-Teacher	\$53,220.00	1.00	0	10	\$0.00	\$0.00	\$5,263.44	\$7,373.48
Dase, Jeffery	101-Assistant/Associate District Superintendent	\$156,715.00	1.00	15	15	\$0.00	\$0.00	\$15,499.38	\$8,822.40
Davenport, Amy M	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.10	\$7,826.20
DAVIS, CHELSEA C	200-Teacher	\$33,765.28	1.00	0	10	\$0.00	\$0.00	\$3,339.49	\$22.17
DAVIS, CHELSEA C	250-Special Education Teacher	\$6,484.72	1.00	0	10	\$0.00	\$0.00	\$641.36	\$5.03
DAVIS, MICHELLE A	203-English as a Second Language Teacher	\$45,250.00	1.00	0	10	\$0.00	\$0.00	\$4,475.37	\$12,003.24
DAVIS, RISE	250-Special Education Teacher	\$76,250.09	1.00	0	10	\$0.00	\$0.00	\$7,541.11	\$7,630.40
DAVIS, SCOTT B	200-Teacher	\$58,430.00	1.00	0	10	\$0.00	\$0.00	\$5,778.76	\$7,630.40
DAVIS-KITSON, HOLLY L	103-Principal	\$91,418.00	1.00	5	13	\$0.00	\$0.00	\$9,041.24	\$12,143.04
DAWSON, JAMES M	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.74	\$7,366.98
DAYKIN, SARA	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$21,334.95
DECESARO, KIMBERLEE R	250-Special Education Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.45	\$23,977.38
DETMERS, JENNIFER M	250-Special Education Teacher	\$46,750.00	1.00	0	10	\$0.00	\$0.00	\$4,623.57	\$22,089.08
DEVER, TIMOTHY	104-Assistant Principal	\$93,971.00	1.00	20	15	\$0.00	\$0.00	\$9,293.95	\$7,594.42
DEVORE, SARA	250-Special Education Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$7,373.48
DEXTER, SANDRA	200-Teacher	\$48,314.88	1.00	0	10	\$0.00	\$0.00	\$4,778.46	\$13,303.40
DIAZ, TARYN	200-Teacher	\$50,570.00	1.00	0	10	\$0.00	\$0.00	\$5,001.36	\$12,003.24
DOBRINICK, ARYN B	200-Teacher	\$24,769.20	1.00	0	10	\$0.00	\$0.00	\$2,449.76	\$15.70
DONAHUE, THOMAS E	250-Special Education Teacher	\$59,040.00	1.00	0	10	\$0.00	\$0.00	\$5,839.08	\$21,022.25
Donley, Kristina L	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.10	\$22,082.58
DOUBET, KELSEY E	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$8,848.42
DOUGLASS, JENNIFER	200-Teacher	\$51,570.00	1.00	0	10	\$0.00	\$0.00	\$5,100.40	\$20.70
DOWNNEY, ANN M	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$7,373.48
DOYLE, JENNIFER L	200-Teacher	\$7,534.72	1.00	0	10	\$0.00	\$0.00	\$745.19	\$1,823.18
DUFF, MELISSA	200-Teacher	\$73,022.87	1.00	0	10	\$0.00	\$0.00	\$7,222.03	\$23,981.58
DURBIN-STAPLES, MELISSA	250-Special Education Teacher	\$50,910.00	1.00	0	10	\$0.00	\$0.00	\$5,035.15	\$27.20

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
EASTIN, LARRY R	200-Teacher	\$55,550.00	1.00	0	10	\$0.00	\$0.00	\$5,494.05	\$12,003.24
EDRINGTON, JEANENE	200-Teacher	\$80,424.84	1.00	0	10	\$0.00	\$0.00	\$7,954.01	\$13,303.40
EILERS, CRYSTAL	200-Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$12,323.40
ELAM, PATRICIA L	200-Teacher	\$55,960.00	1.00	0	10	\$0.00	\$0.00	\$5,534.61	\$12,323.40
ELLIOTT, VICKI	200-Teacher	\$79,389.42	1.00	0	10	\$0.00	\$0.00	\$7,851.68	\$7,630.40
ELLIS, TERRI L	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$22,089.08
ELLISON, JESSICA M	155-Supervisor of One School Support Personnel Area	\$90,851.00	1.00	5	13	\$0.00	\$0.00	\$8,985.33	\$240.36
EMROSKI, ALBULENA	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.48
ENGLAND, HEATHER M	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$22,089.08
ERTL, BRIDGETT J	200-Teacher	\$46,934.58	1.00	0	10	\$0.00	\$0.00	\$4,641.89	\$27.20
EUSTICE, STEFANIE B	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$6,809.37
EVANS, MARY L	200-Teacher	\$49,490.00	1.00	0	10	\$0.00	\$0.00	\$4,894.53	\$7,377.68
FALKENHEIM, BARBARA L	250-Special Education Teacher	\$65,258.38	1.00	0	10	\$0.00	\$0.00	\$6,454.11	\$17.74
FANE, JULIE D	103-Principal	\$87,198.00	1.00	5	13	\$0.00	\$0.00	\$8,623.94	\$22,123.20
FAULKNER, ASHLEY M	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$27.20
FEHRENBACH, KATHERINE A	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
FENDERSON, NIKI R	103-Principal	\$79,846.00	1.00	0	10	\$0.00	\$0.00	\$7,984.00	\$0.00
FLAHERTY, SEAN	200-Teacher	\$57,550.00	1.00	0	10	\$0.00	\$0.00	\$5,691.67	\$23,977.38
FLANIGAN, DENA R	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$7,373.48
FLANIGAN, JOSEPH	200-Teacher	\$60,790.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
FLANIGAN, MEGAN E	200-Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$27.20
FLEMING, KAYLA M	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$21,282.15
FLEMING, LORI A	250-Special Education Teacher	\$44,340.00	1.00	0	10	\$0.00	\$0.00	\$4,385.19	\$7,366.98
FLOURNOY, JASON M	126-Dean of Students Teacher no admin endorsement)	\$61,474.00	1.00	0	13	\$0.00	\$0.00	\$6,079.84	\$36,857.00
FOLMNSBEE, JODI L	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$27.20
FORNEAR, KATHLEEN	250-Special Education Teacher	\$36,678.48	1.00	0	10	\$0.00	\$0.00	\$3,627.54	\$4,942.08
FOSTER, LISA M	250-Special Education Teacher	\$74,600.00	1.00	0	10	\$0.00	\$0.00	\$7,378.02	\$13,314.10
FOUST, MOLLY REEDER	200-Teacher	\$51,570.00	1.00	0	10	\$0.00	\$0.00	\$5,100.42	\$11,344.86
FOWLER, GAROLD	200-Teacher	\$50,910.00	1.00	0	10	\$0.00	\$0.00	\$5,035.15	\$11,232.88
FRAAS, MATTHEW R	103-Principal	\$108,075.00	1.00	16	15	\$0.00	\$0.00	\$10,688.61	\$7,632.44
FREGEAU, PAUL D	100-District Superintendent	\$202,910.00	1.00	17	15	\$0.00	\$6,087.00	\$20,670.11	\$12,757.48
FRIEDRICH, TRAVIS A	151-Assistant Special Education Director	\$103,085.00	1.00	15	15	\$0.00	\$0.00	\$10,195.12	\$22,210.56
FRITZGERALD, JENNIFER	250-Special Education Teacher	\$74,444.46	1.00	0	10	\$0.00	\$0.00	\$7,362.64	\$13,206.50
UITEN, CARYN J	200-Teacher	\$64,590.00	1.00	0	10	\$0.00	\$0.00	\$6,387.96	\$9,883.50
FULLER, LINDSEY	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$22,089.08
GANLEY, KATHERINE	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$22,089.08
GANLEY, RHONDA	200-Teacher	\$79,780.20	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
GARNER, TODD	200-Teacher	\$54,932.72	1.00	0	10	\$0.00	\$0.00	\$5,433.00	\$12,003.24
GARRISON, SARAH N	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
GENET, NICOLE A	200-Teacher	\$32,920.21	0.68	0	10	\$0.00	\$0.00	\$3,255.86	\$13.80
GILLIS, MACIE M	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.48
GOEDE, MELISSA J	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$27.20
GOODMAN, JAIME N	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$12,003.24
GOODMAN, STACY E	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$22,089.08
GRADY, JEWEL M	200-Teacher	\$75,545.98	1.00	0	10	\$0.00	\$0.00	\$7,471.67	\$13,309.90
GREEN, GREGORY J	200-Teacher	\$51,730.00	1.00	0	10	\$0.00	\$0.00	\$5,116.15	\$7,377.68
GREEN, KAY V	200-Teacher	\$58,988.91	1.00	0	10	\$0.00	\$0.00	\$5,833.99	\$7,630.40
GREENE, KEVIN M	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$6,518.35
GREENWOOD, JUDY L	250-Special Education Teacher	\$48,830.00	1.00	0	10	\$0.00	\$0.00	\$4,829.24	\$22,089.08
GREMO, MATTHEW D	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,377.68
GROSS, RICHARD L	200-Teacher	\$47,730.00	1.00	0	10	\$0.00	\$0.00	\$4,720.56	\$27.20
GROSSMAN, MATTHEW R	200-Teacher	\$48,050.00	1.00	0	10	\$0.00	\$0.00	\$4,752.27	\$11,523.58
GROVES, HEATHER	200-Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$7,373.48
GRUEN, PAULA K	200-Teacher	\$57,100.00	1.00	0	10	\$0.00	\$0.00	\$5,647.20	\$27.20
GRUENEWALD, ALISSA J	200-Teacher	\$27,845.33	0.68	0	10	\$0.00	\$0.00	\$0.00	\$13.80
GUERNSEY, ANGELA K	200-Teacher	\$52,980.00	1.00	0	10	\$0.00	\$0.00	\$5,239.79	\$7,373.48
GUNTLE, ASHLEY N	250-Special Education Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$6,750.78
HACKMAN, JILL K	250-Special Education Teacher	\$64,590.00	1.00	0	10	\$0.00	\$0.00	\$6,387.96	\$21,072.59
HAINLINE, KIMBERLY	200-Teacher	\$70,080.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
HALE, KEVIN R	200-Teacher	\$64,840.00	1.00	0	10	\$0.00	\$0.00	\$6,412.65	\$23,977.38
HALE, KYLIE M	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.48
HALE, LINDSAY	104-Assistant Principal	\$17,813.91	0.17	0	13	\$0.00	\$0.00	\$1,761.82	\$624.77
HALEY, CARRIE L	200-Teacher	\$43,203.11	1.00	0	10	\$0.00	\$0.00	\$4,272.84	\$27.20
HALL, BILLIE J	200-Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$12,003.24
HANNAH, CASEY M	200-Teacher	\$49,230.00	1.00	0	10	\$0.00	\$0.00	\$4,869.02	\$7,373.48
HARDING, DAVID	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$27.20
HARDING, ELIZABETH	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$22,089.08
HARMAN, REBECCA	200-Teacher	\$52,110.00	1.00	0	10	\$0.00	\$0.00	\$5,153.72	\$7,373.48
HARTZMARK, JONATHAN L	200-Teacher	\$45,400.00	1.00	0	10	\$0.00	\$0.00	\$4,490.19	\$7,373.48
HATHCOAT, TAYLOR A	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
HAUSLER, BARBARA K	250-Special Education Teacher	\$45,250.00	1.00	0	10	\$0.00	\$0.00	\$4,475.37	\$7,373.48
HAWK, MATTHEW	250-Special Education Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,373.48
HAWKINS, DAWN RENE	200-Teacher	\$72,060.00	1.00	0	10	\$0.00	\$0.00	\$7,126.85	\$13,309.90
HAWKSHAW, SHELBY E	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.48
HAY, MARIANNE	250-Special Education Teacher	\$47,730.00	1.00	0	10	\$0.00	\$0.00	\$4,720.56	\$7,377.68

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
HAYES, JUSTIN E	250-Special Education Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
HAYS, TALITHA N	124-Dean of Students Admin (admin endorsement held)	\$68,213.00	1.00	0	13	\$0.00	\$0.00	\$6,746.22	\$12,035.54
HAYWARD, TRACI	200-Teacher	\$46,990.00	1.00	0	10	\$0.00	\$0.00	\$4,647.26	\$6,411.79
HEADRICK, JILL C	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,366.98
HEARN, JESSICA J	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$7,373.48
HECTOR, NINA F	200-Teacher	\$45,840.00	1.00	0	10	\$0.00	\$0.00	\$4,533.71	\$6,223.33
HEICK, JILL	200-Teacher	\$67,240.00	1.00	0	10	\$0.00	\$0.00	\$6,650.02	\$23,118.82
HELM, PAMELA	200-Teacher	\$59,040.00	1.00	0	10	\$0.00	\$0.00	\$5,839.09	\$31.40
HENSON DUNNING, PENNY I	200-Teacher	\$47,752.99	1.00	0	8	\$0.00	\$0.00	\$4,722.83	\$7,503.72
HENTZ, DENITA L	200-Teacher	\$63,730.00	1.00	0	10	\$0.00	\$0.00	\$6,302.93	\$23,977.38
HERRON, HEATHER	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$22,089.08
HETTINGER, ANDREA M	153-Special Education Supervisor	\$70,441.00	1.00	5	13	\$0.00	\$0.00	\$6,966.70	\$10,204.61
HILL, KATIE L	200-Teacher	\$47,730.00	1.00	0	10	\$0.00	\$0.00	\$4,720.56	\$7,373.48
HILL, TARA SUE	250-Special Education Teacher	\$58,700.00	1.00	0	10	\$0.00	\$0.00	\$5,805.54	\$22,089.08
HILLMAN, DEANNE SUE	107-General Administrator or General Supervisor	\$141,978.00	1.00	20	15	\$0.00	\$0.00	\$14,041.82	\$389.82
HILLMAN, HARL L	250-Special Education Teacher	\$64,613.30	1.00	0	10	\$0.00	\$0.00	\$6,390.29	\$21,973.51
HOGUE, CARRIE M	103-Principal	\$89,706.00	1.00	5	13	\$0.00	\$0.00	\$8,871.98	\$7,584.60
HOLMES, LISA A	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$27.20
HOLT, MEGAN E	200-Teacher	\$55,960.32	1.00	0	10	\$0.00	\$0.00	\$5,534.62	\$7,219.02
HONORABLE, DESIREE	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
HOPKINS, GARY MIKE	200-Teacher	\$78,211.80	1.00	0	10	\$0.00	\$0.00	\$7,735.22	\$23,977.38
HOPKINS, JENNIFER L	200-Teacher	\$78,216.37	1.00	0	10	\$0.00	\$0.00	\$7,735.67	\$31.40
HORATH, KATHLEEN R	152-Special Education Director	\$139,603.00	1.00	20	15	\$0.00	\$0.00	\$13,806.80	\$22,238.48
HORCHEM, SARA	200-Teacher	\$47,520.00	1.00	0	10	\$0.00	\$0.00	\$4,699.77	\$27.20
HORN, JAMES M	200-Teacher	\$47,730.00	1.00	0	10	\$0.00	\$0.00	\$4,720.56	\$7,373.48
HOTT, SARAH E	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,354.95
HOUCHINS, MICHELLE L	200-Teacher	\$47,730.00	1.00	0	10	\$0.00	\$0.00	\$4,720.56	\$7,373.48
HOWARD, BRITTANY	200-Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$7,373.48
HUBBARD, JILL	200-Teacher	\$63,250.00	1.00	0	10	\$0.00	\$0.00	\$6,255.58	\$23,981.58
HUDSON, KRISTA D	200-Teacher	\$52,980.00	1.00	0	10	\$0.00	\$0.00	\$5,239.79	\$7,373.48
HUEY, MICHAEL G	200-Teacher	\$48,050.00	1.00	0	10	\$0.00	\$0.00	\$4,752.27	\$27.20
HUGHES, CARIE B	200-Teacher	\$57,100.00	1.00	0	10	\$0.00	\$0.00	\$5,647.21	\$2,127.74
HUGHES, MARK J	153-Special Education Supervisor	\$73,851.00	1.00	5	13	\$0.00	\$0.00	\$7,304.03	\$18,379.00
HULL, MEGAN	250-Special Education Teacher	\$23,798.06	1.00	0	10	\$0.00	\$0.00	\$2,353.65	\$4,328.98
INGRAM, CORDELL M	103-Principal	\$144,288.00	1.00	18	15	\$0.00	\$0.00	\$14,270.35	\$12,192.95
JACKSON, CHERYL D	200-Teacher	\$76,877.43	1.00	0	8	\$0.00	\$0.00	\$7,603.26	\$7,630.40
JAMES, TRESSA	200-Teacher	\$60,790.00	1.00	0	10	\$0.00	\$0.00	\$6,012.22	\$22,093.28

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
JELKS, BRANDON D	200-Teacher	\$47,565.00	1.00	0	10	\$0.00	\$0.00	\$4,704.26	\$19,987.90
JENNINGS, ASHLEY S	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$7,373.48
JOHNSON, COLLEEN	250-Special Education Teacher	\$59,490.00	1.00	0	10	\$0.00	\$0.00	\$5,883.54	\$23,844.32
JOHNSON, LESLIE A	200-Teacher	\$55,960.00	1.00	0	10	\$0.00	\$0.00	\$5,534.61	\$6,883.37
JOHNSON, SAMANTHA A	250-Special Education Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.83	\$31.40
JONES, ANDREW C	200-Teacher	\$46,460.00	1.00	0	10	\$0.00	\$0.00	\$4,594.97	\$7,069.22
JONES, ANDREW T	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,373.48
JONES, CATHALYN D	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$12,323.40
JONES, KEVIN W	250-Special Education Teacher	\$50,910.00	1.00	0	10	\$0.00	\$0.00	\$5,035.15	\$14,900.86
JONES, NICOLE E	250-Special Education Teacher	\$55,960.00	1.00	0	10	\$0.00	\$0.00	\$5,534.61	\$4,792.62
JONES, PENNY L	200-Teacher	\$59,810.64	1.00	0	10	\$0.00	\$0.00	\$5,915.26	\$7,308.56
JONES, SARAH H	200-Teacher	\$43,045.00	1.00	0	10	\$0.00	\$0.00	\$4,257.21	\$7,373.48
JONES, STEPHEN E	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$22,089.08
JOSTES, KATHRYN	250-Special Education Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,323.12
JOYNER, TEMETHIA T	200-Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$7,373.48
JUMP, AUBREY T	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$8,554.14
KANE, EMILY M	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$7,373.48
KAPCHINSKE, JENNIFER A	200-Teacher	\$55,550.00	1.00	0	10	\$0.00	\$0.00	\$5,494.03	\$7,185.60
KARAKACHOS, ELIZABETH G	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$22,089.08
KARAS, MICHAEL A	200-Teacher	\$39,430.60	1.00	0	10	\$0.00	\$0.00	\$3,899.67	\$22,089.08
KATES, TONYA S	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$12,003.24
KAUFMAN, COURTNEY M	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$22,089.08
KEATHLEY, JOSLYN R	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$7,373.48
KEEL, SARAH L	250-Special Education Teacher	\$58,700.00	1.00	0	10	\$0.00	\$0.00	\$5,805.54	\$12,003.24
KEIZER, CAROLYNN J	200-Teacher	\$47,730.00	1.00	0	10	\$0.00	\$0.00	\$4,720.56	\$15,551.12
KELLY, SARA J	200-Teacher	\$45,250.00	1.00	0	10	\$0.00	\$0.00	\$4,475.37	\$27.20
KELSON, VANESSA R	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$27.20
KENNEDY, C ROXANN	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$7,373.48
KENNEDY, SARA K	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$22,089.08
KERN, REBECCA	104-Assistant Principal	\$85,149.00	1.00	17	15	\$0.00	\$0.00	\$8,421.40	\$7,581.56
KERNAGHAN, CHRISTY A	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$7,373.48
KING, ANNETTE J	200-Teacher	\$14,922.67	0.27	0	0	\$0.00	\$0.00	\$1,475.88	\$0.00
KING, JEREMY D	200-Teacher	\$45,685.64	1.00	0	10	\$0.00	\$0.00	\$4,518.38	\$22,089.08
KIRKLAND, LIBBY M	200-Teacher	\$50,910.00	1.00	0	10	\$0.00	\$0.00	\$5,035.15	\$22,089.08
KIRKPATRICK, ANNETTE	200-Teacher	\$85,823.10	1.00	0	0	\$0.00	\$0.00	\$0.00	\$31.40
KIRSCHNER, CHELSIE	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.49	\$22,093.28
KITSON, ASHLEY B	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,373.48
KLEIN, ANDREW T	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$6,231.57

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
KNAP, MICHELLE M	200-Teacher	\$51,730.00	1.00	0	10	\$0.00	\$0.00	\$5,116.16	\$7,366.98
KNUPPEL, SARAH E	103-Principal	\$101,547.00	1.00	5	15	\$0.00	\$0.00	\$10,043.02	\$22,158.80
KOCHER, LINDSEY S	153-Special Education Supervisor	\$53,839.50	1.00	2	10	\$0.00	\$0.00	\$5,324.80	\$7,338.50
KOERWITZ, CHRISTOPHER R	153-Special Education Supervisor	\$75,976.00	1.00	5	13	\$0.00	\$0.00	\$7,513.99	\$7,539.56
KOETJE, RICK A	200-Teacher	\$49,640.00	1.00	0	10	\$0.00	\$0.00	\$4,909.33	\$7,021.24
KOSIEC, JENNY L	124-Dean of Students Admin (admin endorsement held)	\$62,648.00	1.00	0	13	\$0.00	\$0.00	\$6,196.05	\$12,062.68
KOSTER, STEPHANIE R	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$7,164.81
KRAUSE, JERI SUE	200-Teacher	\$76,623.26	1.00	0	10	\$0.00	\$0.00	\$7,578.18	\$13,303.40
KRUEGER, HANNAH R	250-Special Education Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$10,479.44
KRUSE, LORI L	250-Special Education Teacher	\$68,290.00	1.00	0	10	\$0.00	\$0.00	\$6,754.01	\$23,977.38
KUNZEMAN, AMANDA S	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,373.48
KWASNY, DEBORAH J	200-Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.45	\$12,964.06
LAMB, JARED M	104-Assistant Principal	\$79,258.00	1.00	5	13	\$0.00	\$0.00	\$7,838.73	\$217.56
LANDACRE, LISA	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$7,373.48
LANKER, MERRY K	200-Teacher	\$48,050.00	1.00	0	10	\$0.00	\$0.00	\$4,752.27	\$7,151.12
LEMANCZYK, LYNDSEY N	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,373.48
LEO, STUART M	200-Teacher	\$48,751.41	1.00	0	10	\$0.00	\$0.00	\$4,821.68	\$7,373.48
LEWIS, HOLLY A	250-Special Education Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
LINDSEY, CURTISS T	124-Dean of Students Admin (admin endorsement held)	\$70,842.00	1.00	0	13	\$0.00	\$0.00	\$7,006.23	\$210.09
LIPE, CHRISTINA M	250-Special Education Teacher	\$58,700.00	1.00	0	10	\$0.00	\$0.00	\$5,805.54	\$21,016.38
LOFLAND, ASHLEY	200-Teacher	\$53,220.00	1.00	0	10	\$0.00	\$0.00	\$5,263.44	\$7,373.48
LONG, NICOLE R	200-Teacher	\$49,640.00	1.00	0	10	\$0.00	\$0.00	\$4,909.33	\$7,373.48
LONG, SONYA L	200-Teacher	\$82,190.10	1.00	0	10	\$0.00	\$0.00	\$8,128.63	\$7,634.60
LONG, STACEY M	200-Teacher	\$45,674.83	1.00	0	10	\$0.00	\$0.00	\$4,517.23	\$22,089.08
LOPEZ, MARIA	153-Special Education Supervisor	\$77,427.00	1.00	5	13	\$0.00	\$0.00	\$7,657.53	\$7,543.63
LOPEZ, SHARON	200-Teacher	\$66,400.00	1.00	0	10	\$0.00	\$0.00	\$6,567.07	\$12,968.26
LOURASH, AUTUMN L	200-Teacher	\$41,250.00	1.00	0	10	\$41,250.00	\$0.00	\$4,079.66	\$7,373.48
LOWE, CHRISTINE L	200-Teacher	\$43,750.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
LOZANO, BOBBIE JO	250-Special Education Teacher	\$54,270.00	1.00	0	10	\$0.00	\$0.00	\$5,367.43	\$22,089.08
LYBARGER, HANNAH R	200-Teacher	\$48,050.00	1.00	0	10	\$0.00	\$0.00	\$4,752.27	\$20,792.59
LYBARGER, RONALD	200-Teacher	\$51,570.00	1.00	0	10	\$0.00	\$0.00	\$5,100.40	\$31.40
LYNCH, DANIEL J	103-Principal	\$106,370.00	1.00	5	13	\$0.00	\$0.00	\$10,520.11	\$8,258.10
MACKEY, SUELLEN H	200-Teacher	\$71,300.00	1.00	0	10	\$0.00	\$0.00	\$7,051.71	\$6,906.77
MAGGIO, AILEEN M	153-Special Education Supervisor	\$73,851.00	1.00	5	13	\$0.00	\$0.00	\$7,303.93	\$8,162.80
MAISEL, DANA	250-Special Education Teacher	\$54,132.44	1.00	0	10	\$0.00	\$0.00	\$5,353.78	\$12,900.55
MAJOR, ASHLEY	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.51	\$12,003.24
MAJOR, LORRAINE C	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$12,003.24

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MANDRELL, AMANDA A	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
MANN, ANGELA F	250-Special Education Teacher	\$49,490.00	1.00	0	10	\$0.00	\$0.00	\$4,894.51	\$22,089.08
MANN, CASSANDRA N	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$7,373.48
MANNIX, CHARITY	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$10,694.00
MANNLEIN, OLIVIA M	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,373.48
MANSFIELD, JAMIE	200-Teacher	\$52,780.00	1.00	0	10	\$0.00	\$0.00	\$5,220.02	\$22,089.08
MANSUR, ANTHONY	103-Principal	\$88,862.00	1.00	5	13	\$0.00	\$0.00	\$8,788.52	\$22,126.08
MAPLE, JACOB	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$6,103.37
MARCONI, PAUL J	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,366.98
MARSCHNER, DONOVAN D	200-Teacher	\$39,131.94	1.00	0	10	\$0.00	\$0.00	\$3,870.20	\$6,311.29
MARTIN, ABBY L	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$20.70
MARTINS, KARLA S	250-Special Education Teacher	\$85,224.95	1.00	0	10	\$0.00	\$0.00	\$8,428.85	\$7,630.40
MASHAW, TAMARA B	250-Special Education Teacher	\$45,250.00	1.00	0	10	\$0.00	\$0.00	\$4,475.37	\$7,366.98
MASSEY, BECCA	250-Special Education Teacher	\$69,460.00	1.00	0	10	\$0.00	\$0.00	\$6,869.71	\$7,630.40
MATHIESON, ANN S	103-Principal	\$94,775.00	1.00	5	13	\$0.00	\$0.00	\$9,373.27	\$22,141.24
MAYHAUS, AMBER K	200-Teacher	\$17,645.82	1.00	0	10	\$0.00	\$0.00	\$1,745.19	\$4,946.95
MCCABE, MAGGIE M	250-Special Education Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.07	\$5,547.18
MCCOSKEY, KAREN MARIE	200-Teacher	\$85,823.10	1.00	0	2	\$0.00	\$0.00	\$8,487.96	\$23,981.58
MCCOY, LORI B	153-Special Education Supervisor	\$72,468.00	1.00	5	13	\$0.00	\$0.00	\$7,167.16	\$22,070.68
MCFADIN, KAREN A	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.78	\$7,373.48
MC GEE, JUDY	200-Teacher	\$52,675.00	1.00	0	10	\$0.00	\$0.00	\$5,209.62	\$7,366.98
MCKENZIE, GLENNA	200-Teacher	\$48,050.00	1.00	0	10	\$0.00	\$0.00	\$4,752.27	\$22,089.08
MCMILLAN, SETH M	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$10,160.78
MCNAIR, JAMES I	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
MEHR, ANGELINE E	200-Teacher	\$48,580.00	1.00	0	10	\$0.00	\$0.00	\$4,804.55	\$22,089.08
MEIER, JESSICA H	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$22,089.08
MEINDERS, TESSA	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$27.20
MEIS, STEPHANIE	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,373.48
MERCER, KAREN L	250-Special Education Teacher	\$59,490.00	1.00	0	10	\$0.00	\$0.00	\$5,883.55	\$7,366.98
MICHL, JAMIE J	200-Teacher	\$22,573.12	1.00	0	10	\$0.00	\$0.00	\$2,232.50	\$3,028.96
MILLER, ERIN M	200-Teacher	\$50,910.00	1.00	0	10	\$0.00	\$0.00	\$5,035.15	\$22,089.08
MILLER, KIMBERLY A	200-Teacher	\$64,590.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$31.40
MILLER, LEIGH-ANN	250-Special Education Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.83	\$20.70
MILLER, MOLLY E	200-Teacher	\$62,650.00	1.00	0	10	\$0.00	\$0.00	\$6,196.07	\$7,373.48
MILLER, PEGGY A	200-Teacher	\$58,000.00	1.00	0	10	\$0.00	\$0.00	\$5,736.37	\$27.20
MILLER, THOMAS P	200-Teacher	\$51,570.00	1.00	0	10	\$0.00	\$0.00	\$5,100.42	\$20,139.10
MILLER, WILLIAM W	200-Teacher	\$45,930.00	1.00	0	10	\$0.00	\$0.00	\$4,542.46	\$4,593.75
MILLS, SAMUEL J	200-Teacher	\$49,640.00	1.00	0	10	\$0.00	\$0.00	\$4,909.33	\$27.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
MILLS, TARIN C	200-Teacher	\$48,830.00	1.00	0	10	\$0.00	\$0.00	\$4,829.26	\$22,093.28
MINNETT, DORA L	200-Teacher	\$55,960.00	1.00	0	10	\$0.00	\$0.00	\$5,534.61	\$6,844.99
MINOR, YOLANDA R	250-Special Education Teacher	\$47,550.00	1.00	0	10	\$0.00	\$0.00	\$4,702.73	\$12,003.24
MINTON, ASHLEY D	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$22,089.08
MOODY, ALEX M	250-Special Education Teacher	\$43,280.00	1.00	0	10	\$0.00	\$0.00	\$4,280.39	\$12,003.24
MOORE, JEREMY	200-Teacher	\$51,730.00	1.00	0	10	\$0.00	\$0.00	\$5,116.15	\$12,007.44
MOORE, KAREN R	200-Teacher	\$47,290.44	1.00	0	10	\$0.00	\$0.00	\$4,677.13	\$7,373.48
MOORE, KATHERINE S	200-Teacher	\$54,870.00	1.00	0	10	\$0.00	\$0.00	\$5,426.71	\$17,169.18
MOORE, TERI M	200-Teacher	\$5,016.00	0.11	0	1	\$0.00	\$0.00	\$496.09	\$608.90
MOOTREY, TARIKA M	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$7,373.48
MORAN, BRITTNEY	250-Special Education Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$27.20
MORGAN, RYAN N	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$27.20
MORRIS, ALICIA R	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
MORRISON, EMMA C	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.48
MORRISON, KELLEY R	103-Principal	\$88,862.00	1.00	5	13	\$0.00	\$0.00	\$8,788.52	\$22,126.18
MORROW, JENNIFER E	200-Teacher	\$45,930.00	1.00	0	10	\$0.00	\$0.00	\$4,542.46	\$6,169.82
MORTHLAND, MADELINE L	250-Special Education Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$27.20
MOWER, JULIE E	200-Teacher	\$48,580.00	1.00	0	10	\$0.00	\$0.00	\$3,870.35	\$16,785.79
MULLINIX, KRISTI	104-Assistant Principal	\$80,455.00	1.00	0	13	\$0.00	\$0.00	\$7,957.05	\$7,524.41
MUNOS, GERRI L	250-Special Education Teacher	\$85,224.95	1.00	0	10	\$0.00	\$0.00	\$8,428.85	\$23,977.38
NAVE, SARA	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$22,089.08
NEAL, AMY L	200-Teacher	\$52,780.00	1.00	0	10	\$0.00	\$0.00	\$5,220.02	\$7,373.48
NEELEY, TISHA A	200-Teacher	\$57,100.00	1.00	0	10	\$0.00	\$0.00	\$5,647.21	\$22,093.28
NEILSON-PARKS, JENNIFER L	200-Teacher	\$57,610.00	1.00	0	10	\$0.00	\$0.00	\$5,697.64	\$27.20
NEWBON, ERIC L	126-Dean of Students Teacher no admin endorsement)	\$48,055.17	1.00	0	13	\$0.00	\$0.00	\$4,752.67	\$16,786.16
NICHOLLS, HILDA A	200-Teacher	\$47,589.56	1.00	0	10	\$0.00	\$0.00	\$4,706.66	\$7,373.48
NICHOLS, ALEXANDRA E	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$20.70
NIEBRUGGE, JESSICA R	200-Teacher	\$52,110.00	1.00	0	10	\$0.00	\$0.00	\$5,153.72	\$7,373.48
NIESMAN, SUSAN D	250-Special Education Teacher	\$87,865.82	1.00	0	10	\$0.00	\$0.00	\$8,690.13	\$7,623.90
NISBET, DOROTHY ANN	250-Special Education Teacher	\$65,660.00	1.00	0	10	\$0.00	\$0.00	\$6,493.76	\$7,630.40
NIXON, MICHELLE D	250-Special Education Teacher	\$49,790.00	1.00	0	10	\$0.00	\$0.00	\$4,924.37	\$7,377.68
NOEL, MEGAN L	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$27.20
NORSEN, MORGAN R	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,130.20
NOVAK, ANDREW	200-Teacher	\$46,992.00	1.00	0	10	\$0.00	\$0.00	\$4,647.55	\$22,089.08
NOVAK, REBEKAH	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$7,373.48
ODLE, COURTNEY L	200-Teacher	\$43,280.00	1.00	0	10	\$0.00	\$0.00	\$4,280.39	\$7,373.48
OLSON, THAD E	200-Teacher	\$50,570.00	1.00	0	10	\$0.00	\$0.00	\$5,001.36	\$27.20

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
ORR, DIANE T	200-Teacher	\$50,350.00	1.00	0	10	\$0.00	\$0.00	\$4,979.77	\$8,897.28
PAGE, JOBETH K	200-Teacher	\$50,910.00	1.00	0	10	\$0.00	\$0.00	\$5,035.15	\$21,959.36
PALMER, BRETT W	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
PALS, JASON R	250-Special Education Teacher	\$42,226.07	1.00	0	10	\$0.00	\$0.00	\$4,176.18	\$27.20
PARK, SHEREE	200-Teacher	\$57,610.00	1.00	0	10	\$0.00	\$0.00	\$5,697.64	\$7,219.02
PARKS, APRIL M	250-Special Education Teacher	\$62,650.00	1.00	0	10	\$0.00	\$0.00	\$6,196.07	\$22,089.08
PARPART, APRIL	200-Teacher	\$50,480.00	1.00	0	10	\$0.00	\$0.00	\$4,992.52	\$27.20
PATTERSON, PAULA	200-Teacher	\$57,610.00	1.00	0	10	\$0.00	\$0.00	\$5,697.64	\$6,752.89
PAULSON, BLAIR E	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$27.20
PAULSON, PATRICIA L	200-Teacher	\$64,590.00	1.00	0	10	\$0.00	\$0.00	\$6,387.94	\$12,003.24
PECKERT, HOLLIE R	200-Teacher	\$47,730.00	1.00	0	10	\$0.00	\$0.00	\$4,720.56	\$22,089.08
Peters, Daniel	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
PETERS, JOSHUA A	107-General Administrator or General Supervisor	\$121,143.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$279.50
PETITT, KRYSTINA ANN MEYER	127-Head of Gen Ed (Department chair no admin endorsement held)	\$50,910.00	1.00	0	10	\$0.00	\$0.00	\$5,035.15	\$22,089.08
PETRO, APRIL	250-Special Education Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$7,373.48
PHILLIPS, BRANDON W	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$4,041.43
PIERCE, SARAH	200-Teacher	\$49,790.00	1.00	0	10	\$0.00	\$0.00	\$4,924.37	\$20.70
PISTORIUS, HEATHER	200-Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$6,996.72
PITT, TARA B	250-Special Education Teacher	\$45,400.00	1.00	0	10	\$0.00	\$0.00	\$4,490.19	\$27.20
PLAIN, TATUM MICHELE	250-Special Education Teacher	\$60,790.00	1.00	0	10	\$0.00	\$0.00	\$6,012.23	\$11,567.54
POMORIN, ALEXANDRIA M	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$3,560.07	\$10,479.44
PORTIS, KRISTIN E	200-Teacher	\$48,580.00	1.00	0	10	\$0.00	\$0.00	\$4,804.55	\$22,089.08
POYNTON, BETH	104-Assistant Principal	\$70,896.00	1.00	5	13	\$0.00	\$0.00	\$7,011.68	\$22,077.22
PRANGE, ROBERT N	103-Principal	\$98,620.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$272.22
PRASUN, MELISSA R	200-Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$27.20
PRICE, KRISTIN E	200-Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$7,373.48
PRINE, KATHLEEN M	200-Teacher	\$54,870.00	1.00	0	10	\$0.00	\$0.00	\$5,426.72	\$7,373.48
PRITTS, SARAH E	200-Teacher	\$55,960.00	1.00	0	10	\$0.00	\$0.00	\$5,534.61	\$27.20
RAGSDALE, WENDY	200-Teacher	\$46,165.78	1.00	0	10	\$0.00	\$0.00	\$4,565.87	\$3,977.40
RAMOS, NORMA	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$7,373.48
RANSTEAD, PAUL	104-Assistant Principal	\$91,839.00	1.00	20	15	\$0.00	\$0.00	\$9,083.09	\$7,549.40
RAPSON, DEBORAH	200-Teacher	\$45,930.00	1.00	0	10	\$0.00	\$0.00	\$4,542.47	\$7,377.68
RAY, SHANNEN L	250-Special Education Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.45	\$7,630.40
REED, JAMIE	250-Special Education Teacher	\$51,570.00	1.00	0	10	\$0.00	\$0.00	\$5,100.42	\$12,003.24
REEDY, BRET R	200-Teacher	\$65,660.00	1.00	0	10	\$0.00	\$0.00	\$6,493.78	\$7,293.16
REINHOLTZ, KACEY K	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$4,081.33
REYES, KRYSTAL Z	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
REYNA, SERGIO A	104-Assistant Principal	\$84,348.00	1.00	20	15	\$0.00	\$0.00	\$8,342.09	\$7,569.26
RICE, DEBORAH	200-Teacher	\$57,610.00	1.00	0	10	\$0.00	\$0.00	\$5,697.64	\$7,373.48
RICHARD, ISABELLA H	200-Teacher	\$39,579.17	0.98	0	10	\$0.00	\$0.00	\$3,914.41	\$2,453.60
RICHARDS, AMY J	250-Special Education Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$22,089.08
RICHERT, MARK A	200-Teacher	\$73,880.19	1.00	0	10	\$0.00	\$0.00	\$7,306.84	\$7,094.57
RICO, RACHELLE G	200-Teacher	\$54,410.33	1.00	0	8	\$0.00	\$0.00	\$5,381.20	\$6,135.38
RIDLEY, ASHLEY B	200-Teacher	\$46,250.00	1.00	0	10	\$0.00	\$0.00	\$4,574.19	\$12,003.24
RINKEL-JENKINS, CHRISTA E	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$7,373.48
ROBBINS, SAMANTHA S	250-Special Education Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
ROBERSON, JENNIFER N	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$3,649.03	\$6,311.29
ROBERTS, AMANDA B	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.49	\$7,377.68
ROBERTS, AMANDA L	200-Teacher	\$57,100.00	1.00	0	10	\$0.00	\$0.00	\$5,647.21	\$22,082.58
ROBERTS, MARK A	250-Special Education Teacher	\$85,599.83	1.00	0	0	\$0.00	\$0.00	\$0.00	\$20.70
ROBERTS, TAMI R	200-Teacher	\$4,618.06	1.00	0	10	\$0.00	\$0.00	\$456.73	\$3,180.45
ROBERTSON, JILL D	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$12,003.24
ROGERS, MARKIA T	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,373.48
RORA, CRYSTAL A	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$21,869.85
ROSSI, MARY K	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,084.24
RUFENER, KENNETH	104-Assistant Principal	\$93,077.00	1.00	20	15	\$0.00	\$0.00	\$9,205.31	\$256.68
SAGER, CARRIE	200-Teacher	\$48,830.00	1.00	0	10	\$0.00	\$0.00	\$4,829.24	\$4,746.81
SALEFSKI, PENNY	250-Special Education Teacher	\$85,224.95	1.00	0	8	\$0.00	\$0.00	\$8,428.85	\$7,630.40
SAMONDS, HEATHER C	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$21,901.35
SANGSTER, KAYLEE N	200-Teacher	\$46,990.00	1.00	0	10	\$0.00	\$0.00	\$4,647.24	\$12,003.24
SCARLETT, BARBARA E	200-Teacher	\$59,490.00	1.00	0	10	\$0.00	\$0.00	\$5,883.54	\$7,630.40
SCHAFER, KIMBERLY D	200-Teacher	\$87,865.81	1.00	0	10	\$0.00	\$0.00	\$8,690.12	\$7,623.90
SCHEIBLY, LORI M	250-Special Education Teacher	\$58,430.00	1.00	0	10	\$0.00	\$0.00	\$5,778.76	\$7,630.40
SCHLOZ, MARY A	107-General Administrator or General Supervisor	\$101,154.00	1.00	20	143	\$0.00	\$0.00	\$10,004.27	\$12,540.91
SCHMITT, TAMARA K	250-Special Education Teacher	\$59,843.89	1.00	0	10	\$0.00	\$0.00	\$5,918.57	\$7,373.48
SCHOEMPERLEN, TAMMY F	200-Teacher	\$66,980.17	1.00	0	10	\$0.00	\$0.00	\$6,624.47	\$7,630.40
SCHORSCH, CAROLINE G	250-Special Education Teacher	\$36,896.34	1.00	0	10	\$0.00	\$0.00	\$3,649.08	\$9,696.67
SCHRADER, SARAH E	103-Principal	\$105,369.00	1.00	5	13	\$0.00	\$0.00	\$10,421.05	\$12,165.52
SCHULTZ, ERIC S	200-Teacher	\$54,270.00	1.00	0	10	\$0.00	\$0.00	\$5,367.42	\$21,121.76
SCHULZ, MELISSA L	200-Teacher	\$51,730.00	1.00	0	10	\$0.00	\$0.00	\$5,116.13	\$22,089.08
SCHUTTER, SHARA J	250-Special Education Teacher	\$36,781.77	1.00	0	10	\$0.00	\$0.00	\$3,637.75	\$22,089.08
SCHWARTZ, ANITA L	200-Teacher	\$63,472.23	1.00	0	2	\$0.00	\$0.00	\$6,277.55	\$13,303.40
SCHWARTZLE, DANYEL	250-Special Education Teacher	\$49,790.00	1.00	0	10	\$0.00	\$0.00	\$4,924.40	\$8,955.64
SCOTT, HEATHER M	250-Special Education Teacher	\$52,780.00	1.00	0	10	\$0.00	\$0.00	\$5,220.02	\$12,323.40
SEGELHORST, BROOKE P	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$27.20

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
SEIBRING, DANIELLE A	200-Teacher	\$52,110.00	1.00	0	10	\$0.00	\$0.00	\$5,153.72	\$7,373.48
SEIDER, AMANDA L	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$20,031.42
SETTLES, COURTNEY A	103-Principal	\$103,085.00	1.00	0	15	\$0.00	\$0.00	\$10,195.12	\$7,621.94
SEXTON-LONG, TRACY	200-Teacher	\$45,990.35	1.00	0	10	\$0.00	\$0.00	\$4,548.55	\$4,478.85
SHAFFER, GLENN	200-Teacher	\$50,350.00	1.00	0	10	\$0.00	\$0.00	\$4,979.75	\$7,377.68
SHEARY, KATHRYN	104-Assistant Principal	\$87,599.00	1.00	20	15	\$0.00	\$0.00	\$8,663.72	\$22,124.08
SHEPPARD, NATHAN L	104-Assistant Principal	\$94,481.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$258.14
SHOOK, STEPHANIE	250-Special Education Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$27.20
SHUGART, CHRISTOPHER	200-Teacher	\$44,750.00	1.00	0	10	\$0.00	\$0.00	\$4,425.72	\$22,089.08
SHUMAKER, PATRICIA L	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.49	\$20,100.46
SMITH, ALICIA M	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.28
SMITH, ASHLEE	250-Special Education Teacher	\$53,220.00	1.00	0	10	\$0.00	\$0.00	\$5,263.44	\$7,373.48
SMITH, GREGORY T	200-Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.44	\$23,981.58
SMITH, KIMBERLY A	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$15,336.56
SMITH, LINDA RENE A	153-Special Education Supervisor	\$77,427.00	1.00	5	13	\$0.00	\$0.00	\$7,657.53	\$22,080.14
SMITH, SARAH E	200-Teacher	\$50,480.00	1.00	0	10	\$0.00	\$0.00	\$4,992.52	\$27.20
SMITH, VICKIE J	250-Special Education Teacher	\$89,450.93	1.00	0	0	\$0.00	\$0.00	\$8,846.76	\$7,623.90
SMOTHERS, MICHAEL LEE	250-Special Education Teacher	\$27,230.00	1.00	0	10	\$0.00	\$0.00	\$2,693.04	\$3,720.08
SOMMER, KRISTINA L	200-Teacher	\$60,790.00	1.00	0	10	\$0.00	\$0.00	\$6,012.22	\$7,342.10
SPENCE, HILLARY L	250-Special Education Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.49	\$7,366.98
SPRAGUE, DOUG L	200-Teacher	\$30,753.15	1.00	0	10	\$0.00	\$0.00	\$3,041.48	\$0.00
STANLEY, CALLIE H	200-Teacher	\$47,520.00	1.00	0	10	\$0.00	\$0.00	\$4,699.77	\$22,082.58
STAPLES, JARED	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$22,089.08
STARK, MADISON L	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.83	\$31.40
STARK, SAMANTHA	200-Teacher	\$41,750.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
STEELE, BENJAMIN	200-Teacher	\$51,730.00	1.00	0	10	\$0.00	\$0.00	\$5,116.13	\$27.20
STOCK, JANICE E	153-Special Education Supervisor	\$78,163.00	1.00	5	13	\$0.00	\$0.00	\$7,730.32	\$198.10
STONEBURG, TAMARA ANN	250-Special Education Teacher	\$51,570.00	1.00	0	10	\$0.00	\$0.00	\$5,100.42	\$11,933.65
STORER, BEVERLY	200-Teacher	\$63,250.00	1.00	0	10	\$0.00	\$0.00	\$6,255.60	\$7,630.40
STRANG, STEPHANIE	103-Principal	\$95,843.00	1.00	5	13	\$0.00	\$0.00	\$9,479.07	\$7,600.08
STREET, JARRED C	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$40,372.57
STUBBLEFIELD, LINDA K	200-Teacher	\$58,000.00	1.00	0	10	\$0.00	\$0.00	\$5,736.37	\$13,309.90
SULASKI, BENJAMIN W	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
SULLIVAN, RAJILLIA	200-Teacher	\$42,750.00	1.00	0	10	\$0.00	\$0.00	\$4,228.12	\$22,089.08
SWANBERG, FRANCES	200-Teacher	\$45,273.88	1.00	0	10	\$0.00	\$0.00	\$4,477.71	\$27.20
SWANSON, ASHLEY N	250-Special Education Teacher	\$44,870.00	1.00	0	10	\$0.00	\$0.00	\$4,437.68	\$7,373.48
SWEENEY, JOBETH	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$22,089.08
TALLENT, NATHANIEL J	200-Teacher	\$46,460.00	1.00	0	10	\$0.00	\$0.00	\$4,594.97	\$12,003.24

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
TAYLOR, KIMBERLY K	200-Teacher	\$59,490.00	1.00	0	10	\$0.00	\$0.00	\$5,883.54	\$7,373.48
THAXTON, AMY	250-Special Education Teacher	\$58,700.00	1.00	0	10	\$0.00	\$0.00	\$5,805.53	\$7,377.68
THEIS, JENNIFER L	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$22,089.08
THOMAS, JENNIFER O	200-Teacher	\$48,192.30	1.00	0	10	\$0.00	\$0.00	\$4,766.20	\$2,982.95
THOMPSON, CHARLOTTE N	107-General Administrator or General Supervisor	\$118,647.14	1.00	17	15	\$0.00	\$0.00	\$11,734.25	\$18,482.50
THOMPSON, JOANN R	250-Special Education Teacher	\$46,460.00	1.00	0	10	\$0.00	\$0.00	\$4,594.97	\$12,003.24
THOMPSON, STEVEN	200-Teacher	\$59,490.00	1.00	0	10	\$0.00	\$0.00	\$5,883.54	\$27.20
THORNTON, JOSHUA K	200-Teacher	\$54,810.00	1.00	0	10	\$0.00	\$0.00	\$5,420.73	\$23,977.38
TILLERY-ATEN, SONJA M	200-Teacher	\$69,563.25	1.00	0	10	\$0.00	\$0.00	\$6,879.93	\$23,307.97
TINNON, CATHY J	250-Special Education Teacher	\$73,166.51	1.00	0	6	\$0.00	\$0.00	\$7,236.33	\$20,360.04
TODD, SHAWN W	200-Teacher	\$57,550.00	1.00	0	10	\$0.00	\$0.00	\$5,691.67	\$27.20
TORBERT, NICHOLE M	200-Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.44	\$12,968.26
TRIMBY, MEGAN S	250-Special Education Teacher	\$47,520.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
TRUONG, BENJAMIN	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$7,373.48
TUCKER, KARISSA K	200-Teacher	\$50,480.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
TUCKER, MICHELLE	200-Teacher	\$72,882.83	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
TURNER, ELIZABETH	200-Teacher	\$51,570.00	1.00	0	10	\$0.00	\$0.00	\$5,100.42	\$22,089.08
VANDERBERG, BRANDY	200-Teacher	\$52,110.00	1.00	0	10	\$0.00	\$0.00	\$5,153.72	\$9,717.54
VANDERBERG, MICHELLE P	200-Teacher	\$46,750.00	1.00	0	10	\$0.00	\$0.00	\$4,623.57	\$22,089.08
VICICH, JASON	200-Teacher	\$55,960.00	1.00	0	10	\$0.00	\$0.00	\$5,534.61	\$22,089.08
WAGERS, ANDREW W	200-Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$22,089.08
WALCZYK, SARAH J	200-Teacher	\$63,250.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$31.40
WALKER, HENRY	107-General Administrator or General Supervisor	\$106,075.00	1.00	20	15	\$0.00	\$0.00	\$10,490.99	\$12,178.54
WALKER, KAREN L	200-Teacher	\$49,490.00	1.00	0	10	\$0.00	\$0.00	\$4,894.51	\$22,089.08
WALTON, G EDWARD	200-Teacher	\$68,290.00	1.00	0	10	\$0.00	\$0.00	\$6,754.00	\$23,981.58
WATROUS, KRISTY M	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$7,167.60
WELLS, DIANE MARIE	250-Special Education Teacher	\$71,058.62	1.00	0	0	\$0.00	\$0.00	\$7,027.80	\$23,977.38
WELLS, VERNADENE	200-Teacher	\$59,040.00	1.00	0	10	\$0.00	\$0.00	\$5,839.08	\$12,323.40
WERKHEISER, AMANDA L	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.67	\$22,959.36
WERNECKE, OLIVIA	200-Teacher	\$41,250.00	1.00	0	10	\$0.00	\$0.00	\$4,079.66	\$27.20
WERTHING, BARBARA MORROW	104-Assistant Principal	\$92,070.00	1.00	5	13	\$0.00	\$0.00	\$9,105.72	\$7,590.18
WEST, BENJAMIN	200-Teacher	\$49,640.01	1.00	0	10	\$0.00	\$0.00	\$4,909.33	\$11,733.83
WETZEL, ANGELA ANN	107-General Administrator or General Supervisor	\$78,912.00	1.00	5	13	\$0.00	\$0.00	\$7,804.41	\$7,553.20
WHITACRE, STEPHANIE M	200-Teacher	\$44,250.00	1.00	0	10	\$0.00	\$0.00	\$4,376.31	\$22,089.08
WHITMAN, MELISSA C	200-Teacher	\$43,810.00	1.00	0	10	\$0.00	\$0.00	\$4,332.89	\$7,366.98
Wicker, Dee A	200-Teacher	\$0.00	1.00	0	10	\$9,912.50	\$0.00	\$980.36	\$3,646.36
WIGGINS, MARIA	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$22,089.08
WILCOXON, NICOLE D	200-Teacher	\$39,579.17	1.00	0	10	\$0.00	\$0.00	\$3,914.41	\$7,373.48

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
WILEN, CASEY S	200-Teacher	\$49,640.00	1.00	0	10	\$0.00	\$0.00	\$4,909.33	\$20,831.73
WILLETT, MARLO A	200-Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.45	\$22,618.60
WILLIAMS, CARL B	200-Teacher	\$42,750.00	1.00	0	0	\$0.00	\$0.00	\$0.00	\$27.20
WILLIAMS, ELIZABETH A	200-Teacher	\$46,025.15	1.00	0	10	\$0.00	\$0.00	\$4,552.00	\$20,696.68
WILLIAMS, JUANITA M	200-Teacher	\$54,120.00	1.00	0	10	\$0.00	\$0.00	\$5,352.61	\$7,373.48
WILLIAMS, KAREAM A	200-Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,965.62	\$7,344.66
WILLIAMS, STACEY M	200-Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$4,757.31
WILSON, STACEY A	200-Teacher	\$48,830.00	1.00	0	10	\$0.00	\$0.00	\$4,829.24	\$20,096.26
WINCHESTER, AMY C	200-Teacher	\$45,750.00	1.00	0	10	\$0.00	\$0.00	\$4,524.77	\$12,828.98
WINECKE, PHILLIP	200-Teacher	\$48,050.00	1.00	0	10	\$0.00	\$0.00	\$4,752.27	\$27.20
WINTERS, ROBERT C	200-Teacher	\$69,610.00	1.00	0	10	\$0.00	\$0.00	\$6,884.53	\$7,634.60
WISEMAN, JACLYN	200-Teacher	\$43,750.00	1.00	0	10	\$0.00	\$0.00	\$4,326.93	\$7,373.48
WITTS, STACY L	104-Assistant Principal	\$63,844.00	1.00	2	0	\$0.00	\$0.00	\$0.00	\$176.40
WOLPERT, TERRY A	200-Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.45	\$7,630.40
WOLTER, MORGAN C	200-Teacher	\$41,750.00	1.00	0	10	\$0.00	\$0.00	\$4,129.06	\$2,437.58
WOOD, JUDITH L	250-Special Education Teacher	\$57,610.00	1.00	0	10	\$0.00	\$0.00	\$5,697.65	\$7,366.98
WOOD, LACY	200-Teacher	\$42,250.00	1.00	0	10	\$0.00	\$0.00	\$4,178.46	\$27.20
WOOD, STEPHEN S	200-Teacher	\$51,730.00	1.00	0	10	\$0.00	\$0.00	\$5,116.13	\$22,089.08
WOODLAND, PATSY	200-Teacher	\$52,110.00	1.00	0	10	\$0.00	\$0.00	\$5,153.72	\$7,377.68
WOOLSEY, LESLIE	200-Teacher	\$54,810.00	1.00	0	10	\$0.00	\$0.00	\$5,420.74	\$23,981.58
WRIGLEY, AMANDA N	250-Special Education Teacher	\$49,110.00	1.00	0	10	\$0.00	\$0.00	\$4,857.06	\$22,089.08
YOUNG, JENNIFER M	200-Teacher	\$43,250.00	1.00	0	10	\$0.00	\$0.00	\$4,277.52	\$7,373.48
YOUNG, MARGARET	250-Special Education Teacher	\$63,730.00	1.00	0	10	\$0.00	\$0.00	\$6,302.92	\$12,964.06
YOUNG, TANYA	103-Principal	\$100,789.00	1.00	5	13	\$0.00	\$0.00	\$9,968.14	\$6,298.30
ZAHM, AMY	103-Principal	\$133,777.00	1.00	20	15	\$0.00	\$0.00	\$13,230.62	\$22,247.74
ZAVADA, JESSICA A	250-Special Education Teacher	\$40,250.00	1.00	0	10	\$0.00	\$0.00	\$3,980.85	\$7,373.48
ZOOK, ASHLEY T	250-Special Education Teacher	\$40,750.00	1.00	0	10	\$0.00	\$0.00	\$4,030.25	\$27.20
ZUEHLKE-DENOYER, ANN	250-Special Education Teacher	\$70,640.00	1.00	0	10	\$0.00	\$0.00	\$6,986.45	\$23,977.38
ZYCK, JOHN M	200-Teacher	\$60,790.00	1.00	0	10	\$0.00	\$0.00	\$6,012.23	\$7,331.74
Totals									
Distinct Employee Count: 585		Distinct Positions Count: 586		Total Positions Count: 586		Vacation Days: 505		Sick Days: 5927	
Base Salary: \$32,100,861.96		Bonuses: \$51,162.50		Annuities: \$6,087.00		Retirement Enhancements: \$3,002,986.98		Other Benefits: \$6,015,767.96	

Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: Approval of School Board Policies
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: Updated Policies <ul style="list-style-type: none"> • Section 02 – School Board • Section 05 – Personnel • Section 07 – Students
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The District's Policy Committee reviews Board policies to make adjustments based on current practices, needed changes to practices, and updates to reflect changes associated with new laws.

CURRENT CONSIDERATIONS:

The policies listed below were presented to the Board as a first reading on September 8, 2020; and, are now being presented for approval. There have been no changes made to the policy following the first reading.

- Board Policy 2:260 – *School Board – Uniform Grievance Procedure*
- Board Policy 2:265 – *School Board – Title IX Sexual Harassment Grievance Procedure*
- Board Policy 5:10 – *General Personnel – Equal Employment Opportunity and Minority Recruitment*
- Board Policy 5:20 – *General Personnel – Workplace Harassment Prohibited*
- Board Policy 5:100 – *General Personnel – Staff Development Program*
- Board Policy 5:220 – *Professional Personnel – Substitute Teachers*
- Board Policy 5:330 – *Educational Support Personnel – Sick Days, Vacation, Holidays, and Leaves*
- Board Policy 7:10 – *Students – Equal Educational Opportunities*
- Board Policy 7:20 – *Students – Harassment of Students Prohibited*
- Board Policy 7:180 – *Students – Preventing Bullying, Intimidation, and Harassment*
- Board Policy 7:185 – *Students – Teen Dating Violence Prohibited*

FINANCIAL CONSIDERATIONS:

N/A

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Updates to School Board Policies from Sections 02, 05 and 07 as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

School Board

Uniform Grievance Procedure

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

1. Title II of the Americans with Disabilities Act, 42 U.S.C. §12101 et seq.
2. Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., excluding Title IX sexual harassment complaints governed by policy 2:265, *Title IX Sexual Harassment Grievance Procedure*
3. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
4. Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. §2000e et seq.
6. Sexual harassment prohibited by the State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a); Illinois Human Rights Act, 775 ILCS 5/; and Title VII of the Civil Rights Act of 1964, 42 U.S.C §200e et seq. (Title IX sexual harassment complaints are addressed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60
8. Bullying, 105 ILCS 5/27-23.7
9. Misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, and/or programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180/
12. Illinois Equal Pay Act of 2003, 820 ILCS 112/
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information prohibited by the Illinois Genetic Information Privacy Act , 410 ILCS 513/; and Titles I and II of the Genetic Information Nondiscrimination Act ,42 U.S.C. §2000ff et seq.
16. Employee Credit Privacy Act, 820 ILCS 70/

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to the grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed hereunder shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc.

Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

Deadlines

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

Filing a Complaint

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

For any complaint alleging bullying and cyber-bullying of students, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy. For any complaint alleging sexual harassment or other violation of Board policy 5:20, *Workplace Harassment Prohibited*, the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

Investigation Process

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student under 18 years of age, the Complaint Manager will notify his or her parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

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

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

The Superintendent or designee will keep the Board informed of all complaints.

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

Decision and Appeal

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

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

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

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager.

This policy shall not be construed to create an independent right to a hearing before the Superintendent or designee or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

Appointing Nondiscrimination Coordinator and Complaint Managers

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

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

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

Nondiscrimination Coordinator:Deanne Hillman, Human Resource Director

Title

101 W. Cerro Gordo St., Decatur, IL 62523

Address

217 362-3031

Telephone

Complaint Managers:Jeff Dase, Assistant Superintendent

Title

101 W. Cerro Gordo St., Decatur, IL 62523

Address

217 362-3013

Telephone

Lawrence Trimble, Director of Student Services

Title

300 E. Eldorado St., Decatur, IL 62523

Address

362-3061

Telephone

LEGAL REF.: Age Discrimination in Employment Act, 29 U.S.C. §621 et seq.
 Americans With Disabilities Act, 42 U.S.C. §12101 et seq.
 Equal Employment Opportunities Act (Title VII of the Civil Rights Act),
 42 U.S.C. §2000e et seq.,
 Equal Pay Act, 29 U.S.C. §206(d).
 Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff et seq.
 Immigration Reform and Control Act, 8 U.S.C. §1324a et seq.
 McKinney-Vento Homeless Assistance Act, 42 U.S.C. §11431 et seq.
 Rehabilitation Act of 1973, 29 U.S.C. §791 et seq.
 Title VI of the Civil Rights Act, 42 U.S.C. §2000d et seq.
 Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.; 34 C.F.R.
 Part 106
 State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
 105 ILCS 5/2-3.8, 5/3-10, 5/10-20.7a, 5/10-20.60, 5/10-22.5, 5/22-19, 5/24-4,
 5/27-1, 5/27-23.7, and 45/1-15.
 Illinois Genetic Information Privacy Act, 410 ILCS 513/.
 Illinois Whistleblower Act, 740 ILCS 174/.
 Illinois Human Rights Act, 775 ILCS 5/.
 Victims' Economic Security and Safety Act, 820 ILCS 180, 56
 Ill.Admin.Code Part 280.
 Equal Pay Act of 2003, 820 ILCS 112/.
 Employee Credit Privacy Act, 820 ILCS 70/.
 23 Ill.Admin.Code §§1.240 and 200- 40.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Sexual Harassment Grievance
 Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment),
 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria),
 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children
 with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I
 Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and

Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Preventing Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)

ADOPTED: January 28, 1997

REVISED: June 26, 2001
January 14, 2003
June 22, 2004
April 14, 2009
February 12, 2013
August 26, 2014
October 13, 2015
September 26, 2017
January 9, 2018
March 27, 2018
January 14, 2020
September 22, 2020

School Board

Title IX Sexual Harassment Grievance Procedure

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment whenever that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(10), *domestic violence* as defined in 34 U.S.C. §12291(a)(8), or *stalking* as defined in 34 U.S.C. §12291(a)(30).

Examples of sexual harassment include, but are not limited to, touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, spreading rumors related to a person's alleged sexual activities, rape, sexual battery, sexual abuse, and sexual coercion.

Definitions from 34 C.F.R. §106.30

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Education program or activity includes locations, events, or circumstances where the District has substantial control over both the *Respondent* and the context in which alleged sexual harassment occurs.

Formal Title IX Sexual Harassment Complaint means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation.

Respondent means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a *Formal Title IX Sexual Harassment Complaint* or where no *Formal Title IX Sexual Harassment Complaint* has been filed.

Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons.

Making a Report

A person who wishes to make a report under this Title IX Sexual Harassment grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking. A person who wishes to make a report may choose to report to a person of the same gender.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.

Title IX Coordinator:

Deanne Hillman, Director of Human Resources

Name

101 West Cerro Gordo Street; Decatur, IL 62523

Address

dhillman@dps61.org

Email

217-362-3031

Telephone

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's* wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational program or activity that is productive, respectful, and free of sexual harassment.

Formal Title IX Sexual Harassment Complaint Grievance Process

When a *Formal Title IX Sexual Harassment Complaint* is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation.

The Superintendent or designee shall implement procedures to ensure that all *Formal Title IX Sexual Harassment Complaints* are processed and reviewed according to a Title IX grievance process that fully complies with 34 C.F.R. §106.45. The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with 34 C.F.R.

§106.45 before the imposition of any disciplinary sanctions or other actions against a *Respondent*.

2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person’s status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
 - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
 - b. Receive training on the definition of sexual harassment, the scope of the District’s *education program or activity*, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant’s* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*.

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

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

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

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

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct, and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior)

ADOPTED: September 22, 2020

General Personnel

Equal Employment Opportunity and Minority Recruitment

The School District shall provide equal employment opportunities to all persons regardless of their race, color, religion, creed, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status, order of protection status, unfavorable military discharge, citizenship status provided the individual is authorized to work in the United States, use of lawful products while not at work, being a victim of domestic violence, sexual violence, or gender violence; genetic information, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position, or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Pilot Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or Federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

The Superintendent or designee shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent, designee or a Complaint Manager for the Uniform Grievance Procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

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

Nondiscrimination Coordinator:

Name	Deanne Hillman, Director of Human Resources
Address	101 W. Cerro Gordo, Decatur, IL 62523
Phone	217-362-3031

Complaint Managers:

Name	Jeff Dase, Assistant Superintendent	Lawrence Trimble, Director of Student Services
Address	101 W. Cerro Gordo, Decatur, IL 62523	300 E Eldorado Street, Decatur, IL 62523
Phone	217-362-3013	217-362-3061

The Superintendent or designee shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as, by posting required notices and including this policy in the appropriate handbooks.

Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.
 20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972;
 34 C.F.R. Part 106.
 29 U.S.C. §206(d), Equal Pay Act.
 29 U.S.C. §621 et seq., Age Discrimination in Employment Act
 29 U.S.C §701 et seq., Rehabilitation Act of 1973.
 38 U.S.C. §4301 et seq., Uniformed Services Employment and
 Reemployment Rights Act (1994).
 42 U.S.C. §1981 et seq., Civil Rights Act of 1991.
 42 U.S.C §2000e et seq., Title VII of the Civil Rights Act of 1964; 29
 C.F.R. Part 1601.
 42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of
 2008
 42 U.S.C §2000d et seq., Title VI of the Civil Rights Act of 1964.
 42 U.S.C. §2000e(k), Pregnancy Discrimination Act.
 42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.
 Ill. Constitution, Art. I, §§17, 18, and 19.
 105 ILCS 5/10-20.7, 5/10-20.7a, 5/10-21.1, 5/10-22.4, 5/10-23.5, 5/22-19,
 5/24-4, 5/24-4.1, and 5/24-7.
 410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.
 410 ILCS 513/25, Genetic Information Privacy Act.
 740 ILCS 174/, Ill. Whistleblower Act.
 775 ILCS 5/1-103, 5/2-102, 103, and 5/6-101, Ill. Human Rights Act.
 775 ILCS 35/5, Religious Freedom Restoration Act
 820 ILCS 55/10, Right to Privacy in the Workplace Act.
 820 ILCS 70/, Employee Credit Privacy Act.
 820 ILCS 75/, Job Opportunities for Qualified Applicants Act.

820 ILCS 1212/, Ill. Equal Pay Act of 2003.
820 ILCS 180/30, Victims' Economic Security and Safety Act
820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure) 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:50 (Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition), 5:70 (Religious Holidays), 5:180 (Temporary Illness or Temporary Incapacity), 5:200 (Terms and Conditions of Employment and Dismissal), 5:250 (Leaves of Absence), 5:270 (Employment, At-Will, Compensation, and Assignment), 5:300, (Schedules and Employment Year), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 7:10 (Equal Educational Opportunities), 7:180 (Preventing Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

Adopted: January 28, 1997

Revised: March 14, 2006
April 8, 2008
March 13, 2012
October 28, 2014
March 24, 2015
January 10, 2017
January 14, 2020
September 22, 2020

General Personnel

Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2:260, *Uniform Grievance Procedure*; 2:265 *Title IX Sexual Harassment Grievance Procedure*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment* and 7:185, *Teen Dating Violence Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes verbal or physical conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Report or Complaint

Employees and nonemployees (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors, and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual employee's same gender. Every effort should be made to file such reports or complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

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

Nondiscrimination Coordinator:

Name	Deanne Hillman, Director of Human Resources
Address	101 W. Cerro Gordo Decatur, IL 62523
Phone	217-362-3031

Complaint Managers:

Name	Jeff Dase, Assistant Superintendent	Lawrence Trimble, Director of Student Services
Address	101 W. Cerro Gordo Decatur, IL 62523	300 East Eldorado Street Decatur, IL 62523
Phone	217-362-3013	217-362-3061

Investigation Process

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

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

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

For any other alleged workplace harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Conduct, and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

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

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

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

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party of the District, e.g., vendor, parent, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee that may be up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U.S. Equal Employment Opportunity Commission.

The Superintendent or designee shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

- LEGAL REF.: Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq.; 29 C.F.R. §1604.11.
Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq.; 34 C.F.R. Part 106.
State Officials and Employees Ethics Act, 5 ILCS 430/70-5(a).
Ill. Human Rights Act, 775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/5-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2.
56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.
Burlington Industries v. Ellerth,
Crawford v. Metro. Gov't of Nashville & Davidson County, 555 U.S. 271 (2009).
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).
Harris v. Forklift Systems, 510 U.S. 17 (1993).
Jackson v. Birmingham Board of Education, 544 U.S. 167 (2005).
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).
Oncale v. Sundowner Offshore Services, 523 U.S. 75 (1998).
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).
Vance v. Ball State University, 133 S. Ct. 2434 (2013).
- CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:60 (Purchase and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abuse and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), and 8:30 (Visitors to and Conduct on School Property)
- ADOPTED: January 28, 1997
- REVISED: October 27, 1998
February 24, 2004
April 8, 2008
March 13, 2012
October 28, 2014
March 27, 2018
January 14, 2020
September 22, 2020

General Personnel

Staff Development Program

The Superintendent or designee shall implement a staff development program. The goal of such program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for certificated staff members shall be designed to effectuate the District and School Improvement Plan(s) so that student learning objectives meet or exceed goals established by the District and State.

The staff development program shall provide, at a minimum, at least once every 2 years, the in-service training of certificated school personnel and administrators shall include training on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every 2 years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every two years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board Policy 7:290, *Suicide and Depression Awareness and Prevention*.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972;
34 C.F.R. Part 106.
42 U.S.C. §1758b, Pub. L. 111- 296, Healthy, Hunger-Free Kids Act
of 2010; 7 C.F.R. Parts 210 and 235.
105 ILCS 5/2-3.62, 5/10-20.17a, 5/10-20.61 , 5/10-22.6(c-5), 5/10-22.39,
5/10-23.12, 5/22-80(h) and 5/24-5.
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.
105 ILCS 150/25, Seizure Smart School Act.
105 ILCS 110/3, Critical Health Problems and Comprehension Health
Education Act.
325 ILCS 5/4, Abused and Neglected Child Reporting Act.
745 ILCS 49/, Good Samaritan Act.
775 ILCS 5/2-109, Ill. Human Rights Act.
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.
77 Ill.Admin.Code § 527.800

CROSS REF.: 2:265 (Title IX Sexual Harassment Grievance Procedure), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 5:20 (Workplace Harassment Prohibited), 5:90 (General Personnel - Abused and Neglected Child Reporting), 5:120 (Ethics and Conduct), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:160 (English Language Learners), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food Allergy Management Program), 7:290 (Suicide Awareness and Prevention Program), 7:305 (Student Athlete Concussions and Head Injuries)

ADMIN PROC.: 2:265-AP1 (Title IX Sexual Harassment Response), 2:265-AP2 (Formal Title IX Sexual Harassment Complaint Grievance Process), 4:160-AP (Environmental Quality of Buildings and Grounds), 4:170-AP6 (Plan for Responding to a Medical Emergency at an Indoor Physical Fitness Facility), 5:100-AP (Staff Development Program), 5:150-AP (Personnel Records), 7:250-AP1 (Measures to Control the Spread of Head Lice at School)

ADOPTED: June 10, 1997

REVISED: November 23, 1999
April 8, 2008
March 13, 2012
October 28, 2014
January 12, 2016
January 10, 2017
January 8, 2019
December 10, 2019
September 22, 2020

Professional Personnel

Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license or short-term substitute license and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year-except as follows:

1. A substitute teacher holding a substitute license may teach only for any one licensed teacher under contract with the District only for a period not to exceed 90 paid school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
3. A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.

The Illinois Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2021, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The School Board establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within five business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.: 105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).
23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute
Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

ADOPTED: June 10, 1997

REVISED: March 23, 1999
March 14, 2006
March 13, 2012
May 13, 2014
March 24, 2015
July 10, 2018
January 8, 2019
December 10, 2019
September 22, 2020

Educational Support Personnel

Sick Days, Vacation, Holidays, and Leaves

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

Sick and Bereavement Leave

Full or part-time educational support personnel who work at least 600 hours per year receive 10 paid sick leave days per year. Part-time employees will receive leave pay equivalent to their regular workday. Unused sick leave shall accumulate to a maximum of 180 days, including the leave of the current year.

Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The Superintendent and/or designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or 30 days for birth or as the Board, Superintendent, or designee deem necessary in other cases, the Board, Superintendent or designee may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, (2) a chiropractic physician licensed under the Medical Practice Act, (3) a licensed advanced practice registered nurse, (4) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (5) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board, Superintendent, or designee requires a certificate during a leave of less than 3 days for personal illness, the District shall pay the expenses incurred by the employee.

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent or designee may require that the employee provide evidence that the formal adoption process is underway.

Vacation

Twelve-month employees shall be eligible for paid vacation days according to the following schedule:

<u>Length of Employment</u>		<u>Monthly Accumulation</u>	<u>Maximum Vacation Leave Earned Per Year</u>
<u>From:</u>	<u>To:</u>		
Beginning of year 2	End of year 5	0.83 Days	10 Days per year
Beginning of year 6	End of year 15	1.25 Days	15 Days per year
Beginning of year 16	End of year	1.67 Days	20 Days per year

Part-time employees who work at least half-time are entitled to vacation days on the same basis as full-time employees, but the pay will be based on the employee's average number of part-time hours per week during the last vacation accrual year. The Superintendent or designee will determine the procedure for requesting vacation.

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

Holidays

Unless the District has a waiver or modification of the School Code pursuant to Section 2-3.25g or 24-2(b) allowing the District to schedule school on a legal school holiday listed below, District employees will not be required to work on:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Indigenous Peoples' Day (i.e. Columbus Day)
Abraham Lincoln's Birthday	Veterans Day
Casimir Pulaski's Birthday	2020 Election Day
Spring Break Day (e.g. Friday before Easter)*	Thanksgiving Day
Memorial Day	Day after Thanksgiving*
Juneteenth*	Christmas Eve Day*
Independence Day	Christmas Day

Those holidays noted with an asterisk are afforded beyond the School Code. To be eligible for holiday pay, the holiday must occur during the respective employee's work year and the employee must be in pay status the day before and the day after the holiday. A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Full-time educational support personnel have one paid personal leave day per year. The use of a personal day is subject to the following conditions:

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

Leave to Serve as a Trustee of the Illinois Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with 105 ILCS 5/24-6.3.

Other Leaves

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

1. Leaves for service in the Military and General Assembly.
2. School Visitation Leave.
3. Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence.
4. Child Bereavement Leave.
5. Leave to serve as an election judge.

LEGAL REF: 105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.

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

820 ILCS 147, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement Leave Act.

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

School Dist. 151 v. ISBE, 507 N.E.2d 134 (Ill.App.1, 1987); Elder v. School Dist.

No. 127 ½, 208 N.E.2d 423 (Ill.App.1, 1965).

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

ADOPTED: June 10, 1997

REVISED: March 23, 2004
March 13, 2012
May 13, 2014
October 28, 2014
March 24, 2015
April 14, 2015
August 11, 2015
January 10, 2017
January 9, 2018
April 23, 2019
January 14, 2020
September 22, 2020

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 6:65 (Student Social and Emotional Development), 7:20 (Harassment of Students Prohibited), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:130 (Student Rights and Responsibilities), 7:160 (Student Appearance), 7:165 (Student Uniforms), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:330 (Student Use of Buildings - Equal Access), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

ADOPTED: March 11, 1997

REVISED: March 23, 1999
July 25, 2000
November 12, 2003
December 9, 2008
August 7, 2012
January 27, 2015
October 13, 2015
January 9, 2018
September 22, 2020

Students

Harassment of Students Prohibited

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

Sexual Harassment Prohibited

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

Making a Report or Complaint

Students are encouraged to promptly report claims or incidences of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the student is comfortable speaking. A student may choose to report to an employee of the student's same gender.

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

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

Nondiscrimination Coordinator:

Deanne Hillman, Director of Human Resources

101 West Cerro Gordo St; Decatur, IL 62523

Address

217-362-3031

Telephone

Complaint Managers:

Jeff Dase, Assistant Superintendent

100 W Cerro Gordo St; Decatur, IL

Address

217-362-3013

Telephone

Lawrence Trimble, Director of Student Services

300 E Eldorado St; Decatur, IL 62523

Address

217-362-3015

Telephone

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

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

Investigation Process

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

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

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

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

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

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A(b), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

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

Enforcement

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

Retaliation Prohibited

Retaliation against any person for the bringing complaints or providing information about harassment is prohibited (see policies 2:260, *Uniform Grievance Procedure*, and 2:265, *Title IX Sexual Harassment Grievance Procedure*).

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

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 526 U.S. 629 (1999).
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992). Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2:260 (Uniform Grievance Policy), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 7:10 (Equal Educational Opportunities), 7:180 (Preventing Bullying,

Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Discipline), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED: March 25, 1997

REVISED: October 27, 1998
November 12, 2003
November 8, 2005
December 9, 2008
January 8, 2013
January 27, 2015
January 9, 2018
April 23, 2019
January 28, 2020
September 22, 2020

Students

Preventing Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

1. During any school sponsored-education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from 105 ILCS 5/27-23.7

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student in reasonable fear of harm to the student's person or property.
2. Causing a substantially detrimental effect on the student's physical or mental health.
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or

intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in 105 ILCS 5/27-23.7(b) 1-12.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, Complaint Manager or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff

members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted.

Nondiscrimination Coordinator:

Deanne Hillman, Director of Human Resources
101 West Cerro Gordo Street
dhillman@dps61.org
217-362-3031

Complaint Manager:

Jeff Dase, Assistant Superintendent
101 West Cerro Gordo Street
jdase@dps61.org
217-362-3013

Complaint Manager:

Lawrence Trimble, Director of Student Services
300 East Eldorado Street
ltrimble@dps61.org
217-362-3061

4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within ten (10) school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the

findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's Internet website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must also be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Superintendent or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Superintendent or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation to the following:
- a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
 - c. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - d. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
 - e. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - f. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
 - g. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - h. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - i. 7:310, *Restrictions on Publications; Elementary Schools*, and 7:315, *Restrictions on Publications; High Schools*. These policies prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 405 ILS 49/, Children's Mental Health Act.
105 ILCS 5/10-20.14, 5/24-24, and 5/27-23.7.
23 Ill.Admin.Code §§1.240 and §1.280.

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure),
2:265 (Title IX Sexual Harassment Grievance Procedure), 4:170 (Safety),
5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65
(Student Social and Emotional Development), 6:235 (Access to Electronic
Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating
Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230
(Misconduct by Students with Disabilities), 7:240 (Conduct Code for
Participants in Extracurricular Activities), 7:285 (Food Allergy Management
Program), 7:310 (Restrictions on Publications; Elementary Schools), 7:315
(Restriction on Publications; High School)

ADOPTED: December 9, 2008

REVISED: February 12, 2013
January 27, 2015
January 9, 2018
April 23, 2019
December 10, 2019
September 22, 2020

Students

Teen Dating Violence Prohibited

Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term *teen dating violence* occurs whenever a student who is 13 to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

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

1. Fully implements and enforces each of the following Board policies:
 - a. 2:260, *Uniform Grievance Procedure*. This policy provides a method for any student, parent/guardian, employee, or community member to file a complaint if he or she believes that the School Board, its employees, or its agents have violated his or her rights under the State or federal Constitution, State or federal statute, Board policy, or various enumerated bases.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. This policy prohibits any person from engaging in sexual harassment in violation of Title IX of the Education Amendments of 1972. Prohibited conduct includes but is not limited to sexual assault, dating violence, domestic violence, and stalking.
 - c. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on the student's actual or perceived characteristics of sex; sexual orientation; gender identity; and gender-related identity or expression (this policy includes more protected statuses).
 - d. 7:180, *Preventing Bullying, Intimidation, and Harassment*. This policy prohibits students from engaging in bullying, intimidation, and harassment at school, school-related events and electronically. Prohibited conduct includes threats, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying.
2. Encourages anyone with information about incidents of teen dating violence to report them to any of the following individuals:
 - a. Any school staff member. School staff shall respond to incidents of teen dating violence by following the District's established procedures for the prevention, identification, investigation, and response to bullying and school violence.
 - b. The Nondiscrimination Coordinator, Building Principal, Assistant Building

Principal, Dean of Students, or a Complaint Manager identified in policy 7:20, *Harassment of Students Prohibited*.

3. Incorporates age-appropriate instruction in grades 7 through 12, in accordance with the District's comprehensive health education program in Board Policy 6:60, *Curriculum Content*. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board Policy 6:65, *Student Social and Emotional Development*.
4. Incorporates education for school staff, as recommended by the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
5. Notifies students and parents/guardians of this policy.

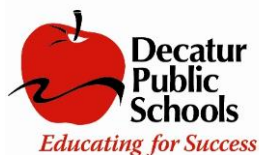
Incorporated by Reference: 7:180-AP1 (Prevention, Identification, Investigation, and Response to Bullying).

LEGAL REF.: 105 ILCS 110/3.10.

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

ADOPTED: May 27, 2014

REVISED: January 27, 2015
September 22, 2020



Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: iPad Insurance Case Purchase
Initiated By: Maurice Payne, Director of Information Technology	Attachments: Bid Request# 2020-3 Results, Bid 2020-3 from Asset Genie Inc
Reviewed By: Ashley Grayned, Executive Director of Innovative Programs & Strategic Planning and Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The district purchased 650 iPads to support the PreK program and maintain adequate iPad inventory for the remainder of the school year.

CURRENT CONSIDERATIONS:

IT put out a bid for Brenthaven Edge 360 case with a three year protection plan included. The protection plan comes with unlimited repairs as long as the iPad remains in the case.

FINANCIAL CONSIDERATIONS:

The IT department received one bid from Asset Genie, Inc, at a cost of \$59.00 per device for a total of \$38,350.00.

This purchase would be funded by the CARES grant.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the iPad Insurance Case Purchase from Asset Genie, Inc in the amount of \$38,350.00 as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

iPad 7 Protective Case with Protection Plan Bid Analysis Spreadsheet

Bid Request #2020-3

Date: 9-8-20

Copies to: Maurice Payne, Whitney Edmonson, Jennifer Tuggle, Joanie Watson

Person authorized to open bid: Joanie Watson - Coordinator of Purchasing

VENDOR NAME:

1) Asset Genie, Inc. AGI
Repair

2) Govconnection Inc

No bid

A G I Protect 3 yr

\$59.00/ea x 650 ea = \$38,350.00

Brenthaven Edge 360 Case

with protection plan for iPad 7

3) CDW Government Inc

No response

SUBTOTAL:

\$38,350.00

4) K-12 Tech

SHIPPING:

No Charge

No response

TOTAL:

\$38,350.00

5) Secured Tech Solutions

DELIVERY DATE:

September 2020

No response

TERMS:

Net 30 Days

RANKING OF BIDS:

1

FORMAL BID REQUEST



Decatur School District # 61

Purchasing Department

101 W Cerro Gordo

Decatur IL 62523

Quote#

Date Due:

iPad 7 Protective Case with Protection Plan

2020-3

Tuesday, September 8, 2020, at 10:00 a.m.

Date: Thursday, August 27, 2020

<u>Quantity</u>	<u>Description</u>	<u>Unit Price</u>	<u>Ext. Amt.</u>
<u>650 each</u>	<u>iPad 7 Protective Case with protection plan</u>	<u>\$ 59.00</u>	<u>\$ 38,350.00</u>
		<u>Subtotal:</u>	<u>\$ 38,350.00</u>
		<u>Shipping:</u>	<u>\$ 0.00</u>
		<u>Total Cost:</u>	<u>\$ 38,350.00</u>

Scope of Work

Decatur Public Schools 61 is seeking to establish a business relationship with a vendor who can provide an all-in-one solution of protective cases that include free and unlimited accidental damage repairs for iPad devices.

iPad Case and Accidental Damage Repair Requirements

- * Brenthaven Edge 360 Case for iPad 7 or equivalent with 360-degree device protection, including solid TPU case and integrated screen protector; impact-dispersing Crumple Zone Corner construction to protect vulnerable corners; clear back panel for asset tag visibility and scanning; drop-tested exceeding military standard MIL-STD-810G
- * Unlimited accidental damage repairs, with no deductibles or service fees for term of agreement (3 years)
- * Must be an established mobile device repair facility in repairing Apple devices
- * All repairs must be performed in Class 10,000 cleanrooms
- * All repairs must be performed in-house directly by the mobile device repair facility, no outsourced repairs allowed
- * Solid background in supporting K-12 1:1 school districts
- * Instant claim approval process
- * Online work order system for submitting and tracking of all accidental damage repairs
- * Prepaid inbound and outbound shipping labels for all accidental damage repairs

Bid F. O. B. Destination, one location:

- * Address for delivery to professional services provided at time of award.

State payment terms: Net 30 Days

State estimated delivery time frame: September 2020

Statement of Conditions are attached which apply specifically to and shall be considered a part of this bid request. The District reserves the right to reject any or all proposals or any portion of any proposal submitted which, in its opinion, is not in the best interest of the District.

REQUEST FOR BID

(THIS IS NOT AN ORDER)

Board of Education
Decatur School District #61
Purchasing Department
101 W Cerro Gordo
Decatur IL 62523

Bid Number: 2020-3
Bid Title: iPad 7 Protective Case with Protection Plan
Date: Thursday, August 27, 2020

SUBMISSION OF PROPOSALS AND CLOSING DATES: Sealed bids will be received by the Purchasing Department, 101 W Cerro Gordo, Decatur, Illinois, up to 10:00 a.m. on Tuesday, September 8, 2020, and will be publicly opened at the stated time.

Bids must be received in a sealed envelope marked with the name of the vendor and bid title or plainly marked "Bid for..." on the outside face. **All bids must be signed. Any unsigned bid will not be accepted. Note: Emailed bids will not be considered.**

IN CASE OF NO-BID: If unable to bid on this proposal, please state "No Bid" and return it by the date indicated. The District will not remove supplier from the bidders list for future bid requests. If the District does not receive any response, future bid requests may not be sent.

TERMS AND CONDITIONS: Attached terms and conditions apply specifically to, and shall be considered as a part of, this request for bids.

See attached: Specifications for iPad 7 Cases and Protection Plan (1 pg.)
Terms and Conditions (1 pg.)

Article or Service: AGiProtect - Brenthaven Edge 360 Case + 3 Year Protection Plan for iPad 7

Grand Total: \$ 38,350.00

Please note: The attached bid specifications require line item pricing, the District requests all information and pricing be provided.

Federal Employment Identifications No. 37-6003-703

PROPOSAL: If this bid is accepted within 45 days from the date of the opening, the undersigned offers and agrees to furnish any or all of the articles or services upon which prices are quoted, at the price and the delivery time stated, and subject to all of the conditions recorded on the attached terms and conditions sheet.

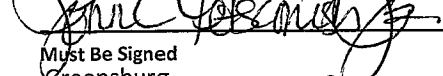
Cash Discount Terms: N/A

Firm Name: AssetGenie, Inc. DBA AGiRepair

Address: 220 Huff Avenue, Suite 500

Zip Code: 15601
Office Ph. 724-838-1170 X155
Cell Ph. 724-322-1534
Email: alaina@agirepair.com

Approx. Delivery Date: 30 Days

By: 
City: Greensburg **State:** PA



Board of Education Decatur Public School District #61

Date: September 22, 2020	Subject: ESSA 1003(a) School Improvement Grant Learning Partner Contract with Houghton Mifflin Harcourt (HMH)
Initiated By: Mary Ann Schloz, Assistant Director of Finance, Grants, & Special Projects	Attachments: IL-EMPOWER Service Agreement for Learning Partner services for Hope Academy and Scope of Work for 2020-2021
Reviewed By: Dr. Paul Fregeau, Superintendent and Dr. Todd Covault, Treasurer	

BACKGROUND INFORMATION:

In December 2019, the Board approved the 3 (three) year School Improvement Plans (SIP) for schools designated as Lowest Performing and Underperforming under the ESSA guidelines. The SIP requires the Lowest Performing schools to have a Learning Partner which is paid from the ESSA grant. Underperforming schools may opt-in.

The SIP serves as a narrative and outlines the processes and programs used to serve the students identified in the ESSA summative designation. The individual school SIP guides the professional development, instructional delivery, and interventions for each school, and are updated, reviewed, and revised as needed. While academic goals are multi-year, the action steps and respective budget are for the current school year (FY21).

The State Board of Education requires the local board to approve all learning partner contracts.

CURRENT CONSIDERATIONS:

The attached contract and scope of work are for the service relationship between Houghton Mifflin Harcourt (HMH) and Hope Academy.

FINANCIAL CONSIDERATIONS:

The service agreement and scope of work with HMH will be paid in full using ESSA 1003(a) School Improvement Grant funds. The contract between Hope Academy and HMH is for \$20,412.

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve Houghton Mifflin Harcourt individual Learning Partner Service Agreement and Scope of Work with Hope Academy in the amount of \$20,412 as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

Increasing Capacity for Literacy Learning

2020-2021 Proposed Scope of Work for: Hope Academy Magnet School

Literacy Solutions supports your vision for educating students and can reinforce your efforts with strategic planning, professional learning, coaching, and capacity-building for teachers and leaders.

We begin with a comprehensive instructional audit of Literacy practices in Hope Academy classrooms, identifying teacher opinions, beliefs, and practices around literacy instruction as well as looking at available student learning data to support instructional changes. Next, we lay a foundation for learning through workshops/courses and introduce Hope Academy educators to our Instructional Practices Inventory as they work to enhance Literacy Practices in the classroom.

Literacy Solutions Instructional Practices help schools focus on and improve four key areas of instruction to reach literacy achievement goals:

- **Learning Environment**
- **Formative Assessment**
- **Reading & Vocabulary**
- **Writing & Communicating**

Proposed Implementation Timeline		
2020-2021		
Date	Event	Audience
TBD	Literacy Solutions Online Coaching - 6 One Hour Sessions to be delivered six times a month for a total of 6 months. Total of 36 hours @ \$567.00 per hour	Grade Level Teams

Pricing Structure		
Description		
Literacy Solutions Online Coaching - 6 One Hour Sessions to be delivered six times a month for a total of 6 months. Total of 36 hours @ \$567.00 per hour	\$567.00 per hour 36 Hours	\$20,412.00
Total Price (All Inclusive)	36 Hours	\$20,412.00

Presented by:

Annalisa Musacchio, Supplemental and Services Account Executive

Email: annalisa.musacchio@gmail.com | Phone: 312.804.5447

Amy Waller, Account Executive

Email: amy.waller@hnhco.com | Phone: 217.597.2432

Kate Weber, Director of Professional Learning

Email: kate.weber@hnhco.com | Phone: : 712.292.5118

SERVICES AGREEMENT

DATE: September 14, 2020

NAME OF SCHOOL: Hope Academy Magnet School
ADDRESS OF SCHOOL: 955 N Illinois Street Decatur, IL 62521

Days	Description	Cost
36	Literacy Solutions Online Coaching - 6 One Hour Sessions to be delivered six times a month for a total of 6 months(36 Days). Total of 36 hours @ \$567.00 per hour	\$20,412.00
Total		\$20,412.00

Subject to terms and conditions, located at: <https://www.hmhco.com/terms-of-use/services>

The district referenced above hereby accepts and agrees to the details set forth in this Services Summary, including dates and fees, subject to the terms and conditions.

CLIENT:

Signature: _____

Date: _____

Printed Name: _____

Title: _____

- Will a PO be issued for this purchase? ☐ Yes ☐ No PO Required
- Is the PO attached? ☐ Yes ☐ No If no, anticipated date of PO: _____
- Please invoice from Houghton Mifflin Harcourt: ☒ Upon delivery of service or ☐ Upfront
- If invoice 'upon delivery of service' is selected, please indicate funding/PO expiration/last date HMH can invoice: _____
- Please return Services Agreement and PO (payable to Houghton Mifflin Harcourt) to:
Email: annalisa.musacchio@hmhco.com