



**Board of Education - Regular Meeting  
Northwood Middle School  
945 North Ave.  
Highland Park, IL 60035**

**Tuesday, January 21, 2025 6:00 PM**

**Mission**

*North Shore School District 112 is a transformative learning organization where curiosity inspires minds, innovation shapes the future, and students, staff, and families engage to create a kind and connected community that is committed to excellence.*

**Agenda**

***LIVE STREAMING - To watch the live stream or the recorded Board Meeting, please visit our Vimeo page at <https://vimeo.com/user133899354>***

1. Call to Order/Roll Call (6:00 pm)
2. Adjourn to Closed Session
  - a. Discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2 (c)(1)
3. Reconvene to Open Session/Roll Call (7:00 p.m.)
4. Pledge of Allegiance
5. Approval of Agenda
6. Superintendent Report
  - a. Recognize Students on the Strategic Change Discovery Team
7. Information & Presentations
  - a. School Presentation - Red Oak (Policy 1:30)
  - b. Recommendation for World Language Core Curricular Resource (Policy 6:60)
  - c. Recommendation for Strategic Change Agenda (Policy 1:30)
  - d. Consideration of a Resolution and a Petition for Withdrawal from TrueNorth Educational Cooperative 804 filed by Glenview District 34 (Policy 1:20)
  - e. Humanex Family & Student Engagement Survey Results (Policy 1:30)

- f. Recommendation to Purchase Bidirectional Antennas (Policy 4:170 & 4:160)
- g. Recommendation to Purchase Bleeding Control Kits (Policy 4:170)
- h. Freedom of Information Requests (Policy 2:250)
- 8. Public Comments Related to Matters on the Agenda (Policy 2:230) *The Board welcomes comments and gives them serious consideration. The first community participation is solely for comments about matters on this agenda. Comments are limited to three minutes per speaker and will become part of the public record. Individual topics will have a limit of 30 minutes.*
- 9. Action Items
  - a. Consent Agenda (Policy 2:220)
    - i. Approval of Meeting Minutes (Policy 2:220)
      - 1. Regular Meeting Minutes - December 17, 2024
      - 2. Closed Session Minutes - December 17, 2024
    - ii. Personnel Recommendations: Employment, Resignation, Retirement & Leave of Absence (Policy 5:30)
    - iii. Bill List (Policy 4:50)
    - iv. Treasurer's Report - December 2024 (Policy 4:80)
    - v. Destruction of Closed Session Recordings from July 18, 2023 (Policy 2:220)
    - vi. Semi-Annual Review - Open Closed Session Meeting Minutes (Policy 2:220)
  - b. Approve Administrator Contract Recommendations (Policy 3:50)
    - i. Director of Early Childhood
    - ii. Associate Principal Ravinia Elementary
    - iii. Director of Multilingual Learners (*new title*)
  - c. Approve Policy Updates (Policy 2:250): 2:105 Ethics and Gift Ban, 2:120 Board Member Development, 4:30 Revenue and Investments, 4:60 Purchases and Contracts, 4:170 Safety, 5:10 Equal Employment Opportunity and Minority Recruitment, 5:20 Workplace Harassment Prohibited, 5:90 Abused and Neglected Child Reporting, 5:125 Personal Technology and Social Media; Usage and Conduct, 5:230 Maintaining Student Discipline, 6:60 Curriculum Content, 6:135 Accelerated Placement Program, 6:270 Guidance and Counseling Program, 7:10 Equal Educational Opportunities, 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students, 7:160 Student Appearance, 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, 7:200 Suspension Procedures, 8:10 Connection with the Community
  - d. Action Upon Resolution 250121 Regarding the Petition for Withdrawal from TrueNorth Educational Cooperative 804 Filed by Glenview District 34 (Policy 1:20)
  - e. Approve 2025-26 Student Fee Recommendation (Policy 4:140)
  - f. Approve Resolution 250121a Illinois Vision 2030
  - g. Approve Resolution 250121b Notice to Remedy - N.W. (Policy 5:120)
- 10. Public Comments
- 11. Committee Reports (Policy 2:150)
- 12. Board/Superintendent Other
- 13. Closed Session (Policy 2:200)
  - a. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the

public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2 (c)(1)

- b. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10)
- c. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).

#### 14. Adjournment



**Superintendent's Report  
Board of Education Meeting**

**(Revised 1/17/2025)**

**January 21, 2025**

**Dr. Michael Lubelfeld - Superintendent**

# JANUARY/FEBRUARY CALENDAR

- **Sat, January 25 - iRead Kickoff at HP Library**
- **Tue, January 28 - Facilities Committee Meeting**
- **Mon, February 3 - Registration Opens for 2025-2026**
- **Tue, February 11 - Committee of the Whole Meeting**
- **Fri, February 14 - Early Release (No Early Childhood)**
- **Mon, February 17 - Presidents Day (No School)**
- **Tue, February 18 - Regular Board of Education Meeting**
- **Fri, February 28 - Deadline for Dual Language Registration**
  - **In order to be included in the Dual Language lottery**

# DUAL LANGUAGE PROGRAM

- Dr. Sonia Soltero leading a study (expert in bilingual ed)
- Survey to Oak Terrace and Red Oak parents & staff - February- in English and Spanish - critical for input from any interested OT/RO parents/staff
  - Strengths/Concerns/Thoughts - over time, keeping program in one school or in two schools, K-5
- Focus Groups to start in February (for representative sample of RO/OT parents who expressed interest, separate groups in Spanish and in English)
  - Staff meetings (optional) at Red Oak and Oak Terrace
  - Potential meetings with students too
- This is part of an ongoing process of review & study

[www.nssd112.org/dual-language](http://www.nssd112.org/dual-language)

# DUAL LANGUAGE PROGRAM

- Registration, (enrollment) - starts in February
  - This will guide class placement for 2025-2026 at Oak Terrace and Red Oak
- Interest (Spanish language students, English language students)
  - We have a lottery for English speaking students when the number exceeds Spanish speaking students (our model is based roughly on a balance of Spanish language and English language students)
- Dual Language Info Night recordings available on the website

[www.nssd112.org/dual-language](http://www.nssd112.org/dual-language)

# REGISTRATION FOR 2025-2026

- **Registration for 2025-2026 (All Grades)** - Opens February 3
- **Dual Language Application** - Opens February 3
  - To be considered for priority placement or in the first round lottery, application must be received by **February 28, 2025**
- **Early Childhood** - ongoing, rolling enrollment based on screening and birthdate

[www.nssd112.org/registration](http://www.nssd112.org/registration)

# SHERWOOD

## Phase 2, School 3 of 5



# EQUITABLE MENTAL HEALTH & ACADEMIC RESOURCES

Referral**GPS**



Visit [nssd112.org/resources](https://nssd112.org/resources) to learn more.



# High Reliability Schools: Level 2

## Red Oak Board Presentation

# The Roadmap



# What is HRS Level 2?

*“Effective Teaching in Every Classroom”*

- This level of High Reliability Schools is focused on high quality instruction across all classrooms
- There are 6 different indicators of success. We will take a look at each of these indicators.



## Leading Indicator 2.1:

The school leader communicates a clear vision as to how instruction should be addressed in the school.

### Top Items

North Shore District

112

Red Oak

August 2024

N = 35

Question	Dimension	Mean	
36. My supervisor builds a culture of learning and growth.	Training & Development	4.97 +0.01	📄
34. My supervisor is actively responsive to my needs.	Support-Equip	4.97 +0.21	📄
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.94 +0.02	📄
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.93 +0.13	📄
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.91 +0.07	📄



## Leading Indicator 2.2:

Support is provided to teachers to continually enhance their pedagogical skills through reflection and professional growth plans.

### REPRODUCIBLE

#### ELEMENT 22: Organizing Students to Interact

What do I typically do to organize students to interact?

##### Teacher Evidence

###### Behaviors

- I systematically establish protocols for student interaction.
- I systematically establish a clear purpose and goals for interacting. *My next goal*
- I systematically group students for active processing of new knowledge.
- I systematically group students to practice or deepen their knowledge.
- I systematically use multiple grouping strategies to form student groups (for example, elbow partners, table groups, close partners, across-the-room partners, inside-outside circles, and so on).

###### Understandings

- I thoroughly understand the nature of organizing students for learning.
- I thoroughly understand the various ways I can help students organize for learning in my class.

##### Student Evidence

###### Behaviors

- Students commonly move into groups quickly and with purpose.
- Students commonly treat each other with respect during group activities.
- Students commonly interact in a manner that deepens their understanding.
- Students commonly work efficiently in groups.

###### Understandings

- Students can describe the various grouping strategies we use in class.
- Students can explain why working in groups helps them learn.

##### Self-Rating Protocol

Always begin with step A; see Teacher Evidence and Student Evidence for details.

Step	Score	Descriptor	Directions
C	4 Innovating	In addition to level 3 (applying) performance, I identify students who do not exhibit the desired effects related to organizing students to interact. I adapt behaviors and create new strategies for their unique needs and situations.	If yes, score 4 If no, score 3
B	3 Applying	I engage in behaviors related to organizing students to interact without significant errors or omissions, and a majority of my students exhibit the desired behaviors and understandings related to organizing students to interact.	If yes, go to step C If no, score 2
A	2 Developing	I engage in behaviors related to organizing students to interact without significant errors or omissions, and I understand important information related to organizing students to interact.	If yes, go to step B If no, go to step D
D	1 Beginning	I engage in behaviors related to organizing students to interact, but with significant errors or omissions such as not establishing protocols for interaction or not establishing a clear purpose and goals for interacting.	If yes, score 1 If no, score 0
	0 Not Using	I do not engage in behaviors related to organizing students to interact.	

After entering in a coaching cycle, the teacher reflected on their current practice around element 22. This was the catalyst for the teacher goal created in the coaching cycle.



#### Teacher Goal:

I will utilize 2 cooperative learning structures throughout the 15 minute lesson to ensure 100% participation.



## Leading Indicator 2.2:

Support is provided to teachers to continually enhance their pedagogical skills through reflection and professional growth plans.

### Cause and Effect Goal:

I will group students based classroom data to provide targeted interventions on foundational skills.

### Teacher Success:

Our team identified students' literacy needs and targeted specific skills through interventions and flexible small groups.

### Class Success:

Sound Recognition		
Student	Initial score	Score after 6 weeks of intervention
A	4% (1 out of 26)	100% (26 out of 26)
B	15% (4 out of 26)	92% (24 out of 26)

Phonemic Awareness: Blending VC		
Student	Initial score	Score after 4 weeks of intervention
A	0% (0 out of 15)	100% (15 out of 15)

Phonemic Awareness: Blending CVC		
Student	Initial score	Score after 3 weeks of intervention
A	0% (0 out of 15)	80% (12 out of 15)
B	0% (0 out of 15)	86% (13 out of 15)

Identifying Words w/ Digraphs: ch, sh, th, ng, qu		
Student	Initial Score-CKLA Skills 7	Score after flexible small group reinforcement
A	10%	100%
B	60%	90%
C	70%	100%
D	60%	90%
E	0%	80%
F	60%	90%

Decoding Words w/ Digraphs: CKLA Skills 7		
Student	Initial Score-decoding words w/ ch, sh, th, ng, qu	Score after flexible small group reinforcement
A	0%	80%
B	0%	80%
C	70%	100%
D	0%	80%



# Leading Indicator 2.3:

Predominant instructional practices throughout the school are known and monitored.

Indicators of success:

Champs, Kagan Cooperative Learning Structures + Instructional Framework

## ¿Qué es CHAMPS?

CHAMPS es un sistema de **expectativas** (expectations) que vamos a utilizar este año durante tu rutina diaria. Cada letra significa algo *importante!*



Siguiendo CHAMPS nos ayuda ser campeones!

## Instructional Framework Dashboard

FEEDBACK	CONTENT	CONTEXT
<b>Providing and Communicating Clear Learning Goals</b> <a href="#">1. Providing scales and rubrics</a> <a href="#">2. Tracking student progress</a>  <b>Using Assessments</b> <a href="#">4. Using informal assessments of the whole class</a>	<b>Conducting Direct Instruction Lessons</b> <a href="#">6. Chunking content</a> <a href="#">7. Processing content</a> <a href="#">8. Recording and representing content</a>  <b>Using Strategies That Appear in All Types of Lessons</b> <a href="#">19. Reflecting on learning</a> <a href="#">22. Organizing students to interact</a>	<b>Using Engagement Strategies</b> <a href="#">23. Noticing and reacting when students are not engaged</a>  <b>Implementing Rules and Procedures</b> <a href="#">33. Establishing rules and procedures</a>  <b>Building Relationships</b> <a href="#">39. Understanding Students backgrounds and interests</a>  <b>Communicating High Expectations</b> <a href="#">41. Demonstrating value and respect for reluctant learners</a>

## Closing

What can you do to continue to build our good culture?

## THINK-WRITE-ROUND ROBIN

1. Leader asks a question.
2. Staff write their answer on a whiteboard.
3. Leader asks the students to stand up at their seats.
4. Staff take turns sharing what they wrote with their table group.
5. Once all staff have had a chance to share their answers, they will sit down.



## Leading Indicator 2.4:

Teachers are provided with clear, ongoing evaluations of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement data.

Walk Through Feedback			
Date	Teacher	Element	Feedback
September 23, 2024		Element 33 Establishing Rules and Procedures	<p>It was so nice to visit your classroom today. A few great things that I noticed regarding rules and procedures:</p> <ul style="list-style-type: none"><li>- I really liked your chart that you made with the students that described what a math classroom looks and sounds like- great way to reinforce expectations!</li><li>- Your classroom rules were posted and I could tell you did these with students- nice to see their voices represented.</li><li>- You have created a positive and organized learning environment! What a great way to start the year!</li></ul>



## Leading Indicator 2.5:

Teachers are provided with job-embedded professional development that is directly related to their instructional growth goals.

### Indicators of Success: Teacher Goal Setting

My goal:

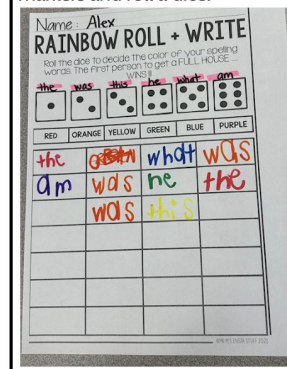
During our interventions, we will build in more opportunities for students to collaboratively process content to ensure that students acquire more tricky words/ Spanish 2 syllable words.

Date: 1/19/23

I tried the rainbow roll and read with the students that had a hard time with the "Swim to the Finish". I wanted an option that was less competitive. For this I decided to also assign a Tricky word for each number they rolled along with a color. I found worksheets online and wrote in words for each student. For this group, the 6 words were all the same. They were words that were a bit inconsistent with students when they read them. The was, this he, what, am

This was a bit confusing for my first grade group. The boys kept writing the color words instead of the Tricky Words. It took them some practice to remember what word to write. They also had a difficult time reading the color words, so I put them up on the board in the color it should be. Ex: red was written in red marker.

They did enjoy the activity though because they got to use markers and roll a dice!



#### Goal:

	What I Did? (Link your artifact)	How it Went? (Reflection)
Date: 12/5/23	Coach [redacted] demonstrated 3 CKLA games that we can utilize in our small group instruction to target tricky/Dolch words.	12/6/23- I played "Race to the Top" and "Swim to the Finish" with my group of first grade boys. They enjoyed the "Race to the Top" game and were very motivated to read their words. I had them read them one at a time so I could monitor their accuracy. The "Swim to the Finish" game didn't go as well. They got too competitive and upset if they had to go backwards because they missed a word. I think next time, I'll change it to them not being able to advance forward.

## Leading Indicator 2.5:

Teachers are provided with job-embedded professional development that is directly related to their instructional growth goals.

### Choosing Words to Teach

Tier 1	Tier 2	Tier 3
<p>Common, everyday words that most children enter school knowing already.</p> <p><i>book, girl, sad, run, dog, and orange</i></p>	<p>Words used across the content areas that are important for students to know and understand.</p> <p><i>analyze, industrious, measure, and heroic</i></p>	<p>Low-frequency words, often limited to specific content areas.</p> <p><i>isotope, mitosis, archaeologist</i></p>



## Leading Indicator 2.6:

Teachers have opportunities to observe and discuss effective teaching.

### Indicator of Success:

Modeling During a Coaching Cycle:  
First Grade Reading Lesson with a Focus on Engagement



[VIDEO LINK](#)



## Leading Indicator 2.6:

Teachers have opportunities to observe and discuss effective teaching.

### Classroom Observations

#### Observation #1

Teacher:

Teacher I am observing:

Type of lesson observing/ or subject:

Notes during observation:

- Students maintained a voice level 0 throughout the entire assessment
- Teacher has very clear expectations for during the assessments and for transitions between assessment components (for example, turning in part 1)
- Directions were given in 3 steps, then students repeated back the three steps
- The teacher asked students to give a thumbs up when they finished a question and were ready to move on to the next one.
- The teacher chunked the assessment (recited words #1-5, then repeated #1-5 so students could double check or complete one they missed.)
- Organized learning environment - for example, places for students to store unfinished work, water bottles, and differentiated work places (labeled with a particular shape)

#### Reflection:

What do I see in here that reaffirms something I do?	The teacher restates directions and expectations to the class. The teacher has appropriate wait time when using the quiet signal.
What do I see in here that I would like to know more about?	Different parts of the classroom environment - signs, anchor charts, drawers, etc... and how they are used with students
What do I see in here that I would like to try in my own practice immediately?	Being consistent with expectations and using reminders. Making sure all students know directions and can carry-out steps independently.



Coming Soon... HRS Level 3



# Any Questions?





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**NORTH SHORE**  
SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Mr. Enrique Castro, Coordinator for EL/Bilingual Services  
Subject: World Language Spanish/French Curricular Resource Recommendation  
Policy Alignment: Policy 6:40 Curriculum Development, Policy 6:60 Curriculum Content, Policy 6:210 Instructional Materials  
Disposition: Information

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**Executive Summary:**

In 2019, the Board of Education adopted EMC's ¡Qué Chévere! and T'es Branché! as the curricular resources for Grades 6-8 World Language Spanish and French. The adoption included print materials and a six-year digital licensing agreement. As the licensing period nears its conclusion and in light of the most recent collaboration between District 112 and District 113's multilingual departments, coupled with advancements in understanding language development and best practices, the administration intends to recommend a new curricular resource for Grades 6-8 World Language Spanish and French for the 2025-2026 school year.

Mr. Enrique Castro, Coordinator for ESL and Bilingual Services, has led the World Language Department through a rigorous adoption process. This process has focused on aligning district priorities with instructional resources and curriculum design to ensure the selection of a high-quality, research-based resource that meets the evolving needs of students and educators.

**Middle School World Language Program Structure**

The middle school World Language program is designed to establish a strong foundation in either Spanish or French, with students completing the equivalent of Year 1 of high school language instruction over three years. This structure allows for a specialized focus on the foundational skills necessary for learning a world language as a second language, ensuring that students are well-prepared for the rigor and intensity

of high school-level courses. By building this foundation incrementally, we foster a deep understanding of the language and cultural nuances while allowing students ample time to develop the confidence and skills required for success. An essential component of this program is our unwavering commitment to the ACTFL (American Council on the Teaching of Foreign Languages) Standards. These standards emphasize the development of communication skills, cultural awareness, and language proficiency through interpretive, interpersonal, and presentational modes of communication. The standards also prioritize authentic, real-world application of the language, preparing students to be global citizens who can communicate effectively across cultures.

To fully align with these expectations, the World Language department prioritized selecting a new curricular resource that embeds comprehensible input practices for language development. Comprehensible input—the concept of providing students with language they can understand and engage with meaningfully—is a critical element in fostering acquisition and fluency. The chosen resource needed to provide opportunities for students to interact with the language in authentic, accessible ways while gradually increasing the level of complexity. This approach ensures that instruction fully integrates the ACTFL standards, empowering students to achieve high levels of proficiency through consistent exposure to purposeful language learning activities that are engaging, research-based, and aligned to best practices in world language education.

### **Teacher Voice in Resource Selection Process**

Selecting a new World Language resource requires identifying district priorities and incorporating input from key stakeholder groups. The middle school World Language department has developed a vision for World Language classrooms that emphasizes dynamic, student-centered learning environments. Key elements include fostering cultural understanding, promoting language proficiency through meaningful communication, and engaging students with authentic and diverse resources. Additionally, World Language classrooms will encourage collaboration, with students working in pairs or small groups, engaging in interactive activities, and taking ownership of their language development. The focus is on creating a community of global learners where instruction is rigorous, inclusive, and aligned with the goal of developing confident, culturally aware communicators.

### **Resource Selection Evaluation Process and Timeline**

The resource selection process for the new World Language curriculum included several key factors. During the summer of 2024, a survey of neighboring school districts was conducted to gather insights. In August 2024, the focus shifted to selecting key standards and reaffirming the commitment to ACTFL standards. By early October, the team had established priorities, created evaluation criteria, and begun an initial review

of available resources. Publisher presentations followed, with Vista and Wayside presenting on our Institute Day on October 14. In late November, a meeting between Enrique Castro, Coordinator for EL/Bilingual Services, and Jeff Handley, the World Language Department Chair at District 113, was held to ensure alignment with their vision. Finally, on December 17, 2024, an evaluation of the resources, including Wayside's EntreCulturas/EntreCultures and Vista's Senderos/Chemins and Encuentros, was completed.

After careful consideration of the evaluation criteria and district priorities, the selection came down to Wayside's EntreCulturas/EntreCultures as the resource best suited for our middle school World Language classes.

**Recommendation:**  
Information



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**NORTH SHORE**

SCHOOL DISTRICT 112

# Middle School World Language Resource Recommendation

## Board of Education Meeting

January 21, 2025

# Process Timeline

Dates	Outcomes
Summer 2024	Survey of Neighboring School Districts
8/21/2024	Selecting Focus Standards and Recommitment to ACTFL Standards
10/8/2024	Establishing Priorities, Creating Evaluation Criteria, and Resource Review
10/14/2024	Vista Publisher Presentation Wayside Publisher Presentation
11/21/2024	Meeting with HPHS Department Chair
12/17/2024	Evaluation of <i>Wayside EntreCulturas/EntreCultures</i> , <i>Vista Senderos/Chemins</i> , and <i>Vista Encuentros</i>
Winter / Spring 2025	Implementation Planning



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**NORTH SHORE**  
SCHOOL DISTRICT 112

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# Committee Members

Beth Wirtz - Spanish Teacher, Edgewood Middle School

Francesca Ratner - Spanish Teacher, Northwood Middle School

Joanne Dimitriou - Spanish Teacher, Edgewood Middle School

Lisa Adams - Spanish Teacher, Edgewood Middle School

Noëlle Young - French Teacher, Northwood Middle School

Sara Simons - French and Spanish Teacher, Northwood Middle School

Shea Almendarez - Spanish Teacher, Edgewood Middle School

Jeff Handley - World Language Department Chair, HPHS 113

Enrique Castro - Coordinator for EL/Bilingual Programs, NSSD 112

# Evaluation: Alignment to District Priorities

- Portrait of a Graduate
- Instructional Framework
- Student Engagement
- Diversity, Equity, and Inclusion

# Evaluation: Instructional Resources

- Alignment to ACTFL World Language Standards
- Clear and Coherent Teacher Edition
- Research-Based World Language Instruction
- Opportunities for Language Proficiency Development and Cultural Understanding
- Supplemental Instructional Materials

# Evaluation: Instructional Design

- Collaboration
- Language Tasks
- Data Collection and Analysis
- Pedagogy

# Recommendation

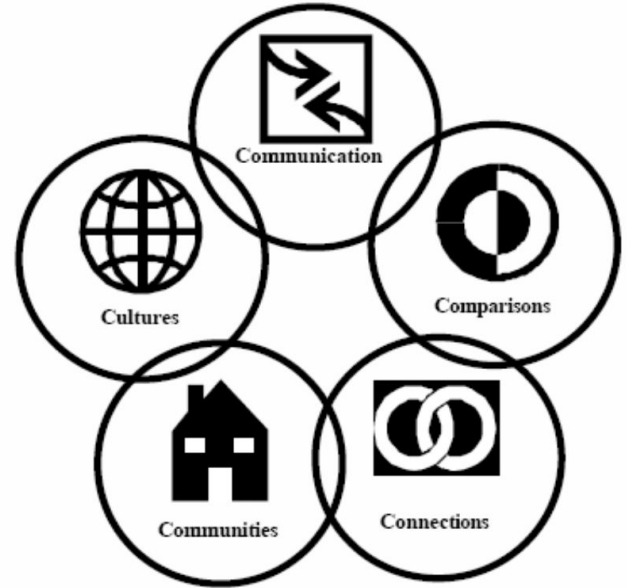


Wayside<sup>®</sup>  
PUBLISHING



# Resource Highlights

- Proficiency-Focused Approach
- Cultural Competency
- Thematic Units
- Integration of All Modes of Communication
- Scaffolded Activities
- AP Readiness
- Integrated Performance Assessments



# Committee Feedback

“EntreCulturas includes essential questions and unit goals that are aligned with the ACTFL standards. EntreCulturas focuses not only on language acquisition but also on cultural understanding. Each unit integrates cultural context, providing learners with an opportunity to explore the diverse Spanish-speaking world. This helps students see the language as more than just a means of communication but as a window into various cultural identities.”

“The textbook includes sections on the cultures of different Spanish-speaking countries, encouraging students to appreciate cultural nuances, traditions, and regional differences. This can foster a deeper interest in language and cross-cultural learning.”

# Committee Feedback

“EntreCulturas emphasizes communicative proficiency, aligning directly with the district’s goal of fostering students’ ability to use the language effectively in real-world contexts. This approach prioritizes developing speaking, listening, reading, and writing skills in meaningful situations, ensuring that students are memorizing vocabulary and truly acquiring the language.”

“The curricular resource is more authentic with realia and more diverse with its Francophone representation. The program is more adaptable to comprehensible input and teaching language in a more natural way as opposed to a traditional grammar-based approach. The textbook itself is more user friendly and less intimidating.”

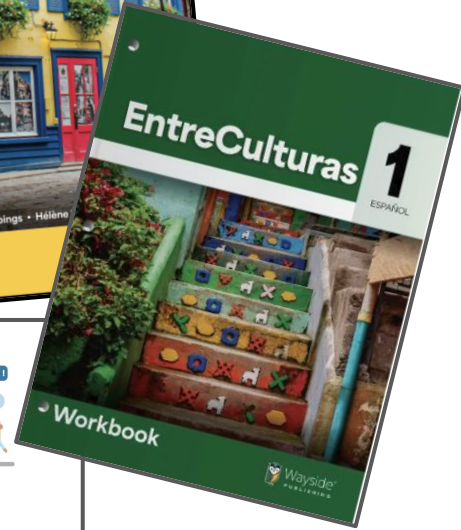
# Teacher Experience

Teacher Editions

Access to Learning Site

Digital Progress Monitoring and Assessment

Access to NuaLang



# Student Experience

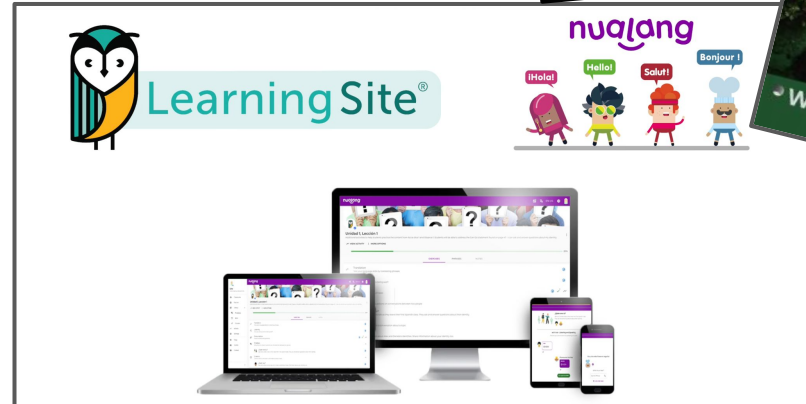
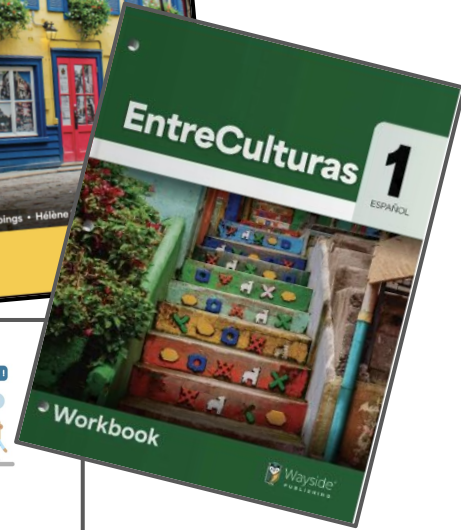
Student Textbook

Student Consumables

Student Readers

Access to Learning Site

Access to NuaLang



# Cost

\$157,230.85 which includes:

- 6 years of digital access and licensing
- Teacher materials
- Student materials
- Implementation training
- Follow-up professional development



# Implementation and Professional Learning

- Materials on public review in district office January 22nd - February 5th
- Request for Board of Education approval February 18th
- Instructional planning and unit pacing February - Summer 2025
- Professional development for teachers Spring 2025
- Implementation 2025-2026
- Ongoing Professional Development 2025-2026



# Thank You!





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**NORTH SHORE**  
SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Dr. Monica Schroeder, Deputy Superintendent  
Subject: Strategic Change Agenda  
Policy Alignment: Policy 1:30 School District Philosophy  
Disposition: Information

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**Executive Summary:**

The District's last strategic plan, conceived in 2010, was a five-year blueprint with many goals. Fifteen years later, our world has evolved significantly, and the District is ready for a new, forward-thinking framework. While the District recommitted to its 2010 plan in 2013 and 2016, it is clear that today's environment requires a fresh approach.

In February 2024, the District renewed its discussion around strategic thinking and chose a different framework to guide this process. Between September and December 2024, North Shore Public School District 112 partnered with the Schlechty Center of Louisville, Kentucky, adopting its Strategic Change Agenda framework. This approach is custom-tailored to the needs of our organization, unlike traditional, one-size-fits-all strategic planning processes.

In September 2024, a Discovery Team was assembled for a two-day session to assess the organization's capacity to move in our desired direction. This team included a cross-section of community partners, the superintendent, deputy superintendent, school board members, leadership team members, staff, community members, students, and association leadership. Their role was to identify patterns, trends, and issues by serving as auditors. This process provided valuable insights, highlighting areas where the district operates effectively as a learning organization and where further exploration is needed.

Subsequently, the Extended Discovery process involved multiple 45-minute focus conversations in October 2024 (in English and Spanish). These sessions included principals, associate principals, central office staff, students, community members, and families/caregivers. Themes, patterns, and trends from these discussions were compiled and analyzed to identify areas of strength and opportunities for growth. Additional activities in November 2024 by central office administrators refined this data further, culminating in the identification of key goal areas.

A small team representing the Office of the Superintendent and various departments collaborated to refine the goal areas, draft the mission, vision, and values, and create pictures of success for students, staff, and families/caregivers. Over 225 community members, including 80 students ranging from 5th grade through high school, contributed meaningfully to shaping these shared aspirations. The results of this inclusive process are proudly presented in this document.

Common themes identified from both the discovery and extended discovery processes included the following:

- Pride: Strong sense of pride among staff, students, and families.
- Communication: Opportunities to improve clarity around what learning is occurring at the classroom level and streamlined communication goals.
- Safety: High levels of reported physical and emotional safety for students.
- Engagement: Need for more meaningful and engaging learning experiences.
- Equity: Clarify equity versus parity; establish shared definitions.
- Technology: Align the use of technology with enhanced learning outcomes.

From our work together, we drafted a new Mission, Vision, and Values:

**Mission:** North Shore School District 112 is a transformative learning organization where curiosity inspires minds, innovation shapes the future, and students, staff, and families engage to create a kind and connected community.

**Vision:** Our vision is to be a thriving learning community where each student is empowered to achieve their greatest aspirations. Guided by our values of compassion, connection, equity, growth, integrity, and safety, we foster an inclusive environment where each student is inspired to learn and grow. By nurturing resilience, fostering meaningful relationships, and ensuring personalized support, we aim to develop empathetic leaders, engaged learners, and responsible citizens who are equipped to make a positive impact and contribute meaningfully.

**Values:** Compassion, connection, equity, growth, integrity, and safety.

We identified three Goal Areas as listed below and created pictures of student success as we will discuss in the presentation.

**Goal Area 1:** Student Success and Well-Being

**Goal Area 2:** Relationships and Partnerships

**Goal Area 3:** Quality Staff Recruitment and Retention

**Recommendation:**

Information



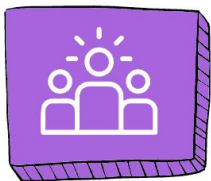
# **Strategic Change Agenda**

**Dr. Monica Schroeder**

**Deputy Superintendent**

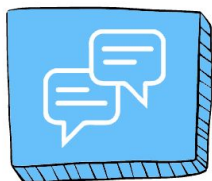
**January 21, 2025**

# Strategic Change **PROCESS**



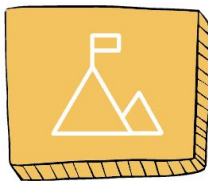
## 01. Discovery Team

September 5-6



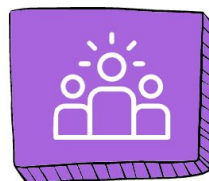
## 02. Extended Discovery Team

October 29-30



## 03. Unpacking Data Team Goal Areas and Pictures of Success

November 13-14



## 04. Discovery Team

December 12



## 05. Board Review

January 21, 2025 at the  
Regular Board of Education  
Meeting

\*Action recommended on  
February 18, 2025



## Traditional Strategic Plan Process

- Centers on tactical goals and short-term objectives.
- Primarily addresses operational systems and directives.
- Relies on test-based accountability and incremental progress.
- Plans are typically developed by selected teams and handed down for implementation.
- Assumes existing capacity is sufficient for achieving goals.

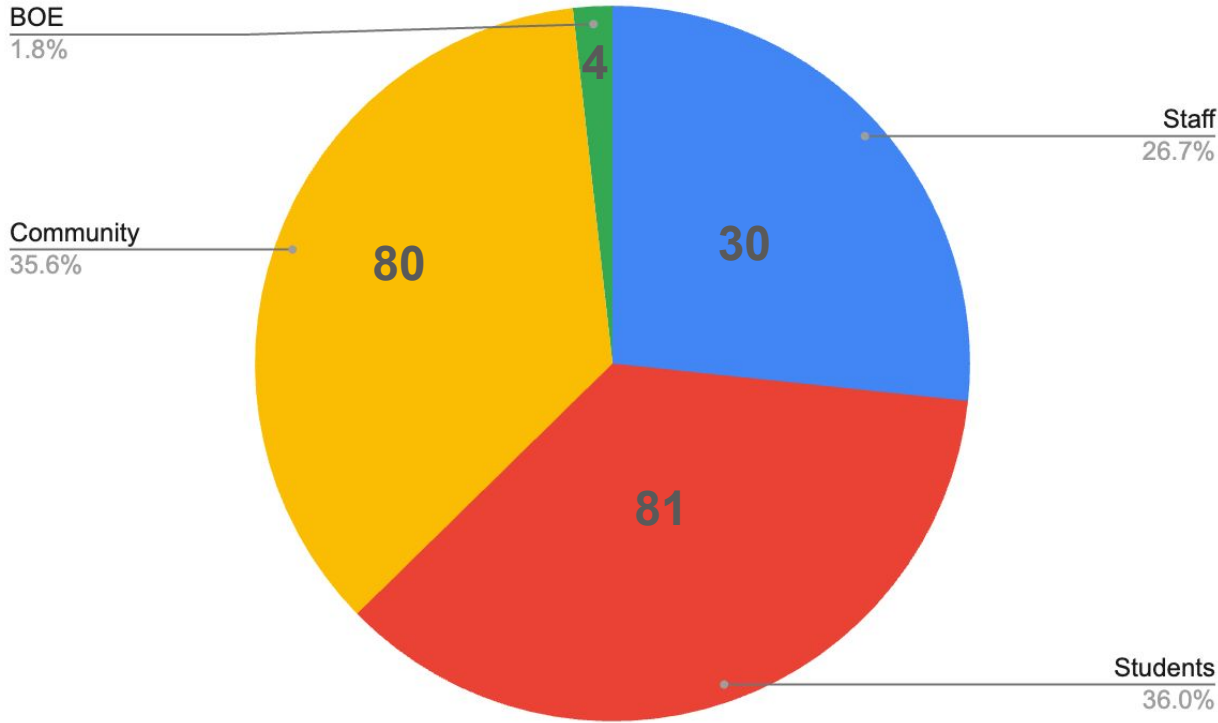
## Schlechty Center's Strategic Change Agenda

- Focuses on systemic goal areas and long-term transformation.
- Integrates both social and operational systems to align with strategic direction.
- Builds capacity to sustain meaningful and adaptable change.
- Encourages those closest to the work to shape and implement actionable plans.
- Prioritizes trust-based accountability and fostering a culture of continuous improvement.

# STUDENT VIDEO



[VIDEO LINK](#)



**Total  
Participants in  
Strategic  
Change Process  
=  
225 Members**

# STANDARD 1

## Developing A Shared Understanding Of The Need For Change

The members of the board of education, the superintendent, central office staff, principals, teacher leaders, leaders of parent organizations, and key community leaders (e.g., civic leaders, business leaders) have a common understanding of the nature of the problems and opportunities that confront the school district and base their discussions of these issues on a common body of fact and information.

# STANDARD 2

## Developing Shared Beliefs And Vision

The school district and its community develop within the local context a compelling vision of what schools can be and how schools should be related to the community—a vision capable of earning wide support in the school district and in the community and consistent with a set of well-articulated beliefs regarding the nature of schools and the schooling enterprise.

# STANDARD 3

## **Developing A Focus On Students And On The Quality Of Work Provided To Students**

Throughout the school district there is a clear focus on students and on the quality of the work provided to students—work that students find interesting, challenging, and satisfying and that results in their learning what is expected by schools, parents, and the community.

# COMMON THEMES

## Pride

- Strong sense of pride among staff, students, and families in working, learning, and sending students to our schools.
- Students express appreciation for their teachers.

## Communication

- Opportunity to improve clarity around district identity, goals, and purpose.
- Positive feedback on district-wide communication efforts.
- Parents seek greater insights into classroom learning.
- Staff and students desire clearer understanding of their roles, goals, and learning objectives.

## Safety

- Students report feeling physically and emotionally safe.
- Social workers and tools like Sown to Grow are effectively utilized to support student well-being.

# COMMON THEMES

## Engagement

- Opportunity to enhance meaningful and engaging learning experiences for students.

## Equity

- Need to clarify the distinction between equity and parity; establish a shared definition.

## Technology

- Concerns about technology's undefined role and inconsistent communication regarding its use.
- Opportunity to align technology with enhanced learning outcomes and purpose-driven applications.

## Inspire, Innovate, Engage

- These values are recognized across the community but require a unified understanding and application.

# STUDENT AGENCY AND VOICE



[VIDEO LINK](#)

# DRAFT MISSION

North Shore School District 112 is a transformative learning organization where curiosity **inspires** minds, **innovation** shapes the future, and students, staff, and families **engage** to create a kind and connected community.

# DRAFT VISION

Our vision is to be a thriving learning community where each student is empowered to achieve their greatest aspirations. Guided by our values of compassion, connection, equity, growth, integrity, and safety, we foster an inclusive environment where each student is inspired to learn and grow. By nurturing resilience, fostering meaningful relationships, and ensuring personalized support, we aim to develop empathetic leaders, engaged learners, and responsible citizens who are equipped to make a positive impact and contribute meaningfully.

# DRAFT VALUES

In North Shore School District 112, we have identified six values that we want students to experience in our learning organization.

Compassion

Connection

Equity

Growth

Integrity

Safety

# COMPASSION

We value cultivating a compassionate community where students actively demonstrate empathy, kindness, and understanding toward others to uphold personal growth and social responsibility.

# CONNECTION

We value connection as the foundation of our thriving learning organization. By encouraging meaningful relationships and two-way communication among students, families, staff, and the broader community, we build a supportive environment where everyone feels valued and engaged.

# EQUITY

We value equity in our district by creating opportunities for all by addressing individual needs, dismantling barriers, and amplifying student voices. We provide each student with the personalized resources and support needed to succeed, designing culturally responsive environments where each student can thrive and reach their fullest potential.

# GROWTH

We value continuous growth for students by fostering a culture rooted in resilience, academic rigor, and high expectations.

# INTEGRITY

We value integrity in our learning organization by nurturing students who demonstrate honesty, accountability, and respect for themselves and others, equipping them to make meaningful contributions to the community.

# SAFETY

We value safety and well-being, both physical and emotional, by creating a secure and supportive learning environment for students, staff, and the community.

# GOAL AREAS

Goal 1: Focus on Student Success and Well-Being

Goal 2: Develop relationships and partnerships

Goal 3: Focus on attracting, inducting, and retaining quality staff by using resources strategically, responsibly, and flexibly

## **Goal Area 1**

### **Focus on Student Success and Well-Being**

Our commitment is to empower each student to achieve personal success, experience continuous growth, and feel valued as a unique individual in a safe, inclusive, and culturally responsive learning environment. We are dedicated to designing learning experiences that ignite curiosity, strengthen students' ability to adapt and persevere through challenges, nurture a sense of purpose. Through innovative approaches, we personalize instruction and intentionally leverage the power of curricular resources and technology to make learning exciting and meaningful. We stand for equity, striving to remove barriers and ensure each student has the resources and opportunities they need to reach their fullest potential. Social-emotional learning is prioritized to ensure that each student develops compassion, resilience, and connection. The success of student learning is defined, celebrated, and communicated.

Student safety is prioritized, encompassing both physical and emotional well-being. We create a secure and supportive environment where students can learn, grow, and encourage students to set high aspirations and pursue their goals confidently, knowing they have the tools and support necessary to succeed. We value student choice and student voice, encouraging each learner to take an active role in their education, follow their passions, make meaningful decisions, and shape their path. Together, we foster a community where each student finds inspiration, and explores new possibilities, and becomes an engaged learner.

# Goal Area 1:

## Focus on Student Success and Well-Being

### **What is in place that supports this goal?**

- Strong safety systems and SEL resources
- Culturally responsive teaching and emphasis on student voice
- Engaged students and dedicated teachers fostering a sense of belonging

### **What do we need to start doing to meet this goal?**

- Amplify student choice and voice in academic and creative pursuits
- Balance standardized assessments with holistic success measures
- Promote innovative and rigorous teaching and learning approaches

### **What is in place that needs to be redesigned to meet this goal?**

- Broaden access to personalized and differentiated learning opportunities
- Consistently apply engaging practices like cooperative learning across classrooms
- Clarify learning expectations and success criteria for students

### **What do we need to stop doing to meet this goal?**

- Over-relying on standardized tests to define success
- Allowing inconsistent engagement practices across classrooms
- Treating all grade levels uniformly without accounting for developmental differences

## **Goal Area 2**

### ***Develop Relationships and Partnerships***

Success at North Shore School District 112 prioritizes strong relationships and partnerships with families and the community. Through two-way communication, the district fosters an environment that values transparency and connection, aiming to be a good neighbor by engaging respectfully and collaboratively with community members. With a commitment to accessibility, the district involves its multilingual community, ensuring that outreach efforts are inclusive and effective. New families are welcomed through intentional onboarding, building trust and confidence in the district's dedication to equity, safety, and community integration.

Classroom communication is a central focus, with open, timely, and meaningful updates that keep families informed about learning and classroom activities. By empowering families with the information they need, the district helps families confidently engage with tools and resources, strengthening the home-school connection.

The district encourages collaboration within the community, between schools and families, and with local agencies and organizations, fostering a support network to help each child thrive in school and beyond. Real-time, accessible technology supports family engagement, and the district's communication structure provides continuity and consistency. Decision-making considers community input to ensure actions are aligned with the community's values and needs.

Together, these elements create a unified, thriving community where families, students and educators collaborate seamlessly, grounded in trust, mutual support and respect.

# Goal Area 2: Develop Relationships and Partnerships

## **What is in place that supports this goal?**

- Effective tools like ParentSquare with multilingual accessibility
- Strong community partnerships (PTO, BPAC, libraries) and family engagement specialists
- Transparent communication through newsletters and onboarding efforts

## **What do we need to start doing to meet this goal?**

- Expand parent education on tools like Otus and ParentSquare
- Enhance two-way communication by incorporating more parent and student voice
- Define clear expectations and streamline communication systems

## **What is in place that needs to be redesigned to meet this goal?**

- Standardize teacher communication and classroom updates
- Strengthen onboarding processes for linguistically diverse families
- Simplify access to tools and platforms for parents

## **What do we need to stop doing to meet this goal?**

- Overloading parents with too many communication methods
- Allowing inconsistency in communication practices across schools and teachers

### **Goal Area 3**

#### ***Focus on attracting, inducting, and retaining quality staff by using resources strategically, responsibly, and flexibly***

We are committed to establishing and maintaining a positive culture in which staff are highly engaged and highly satisfied. Attracting, inducting, and retaining quality staff by using resources strategically, responsibly, and flexibly is essential to building a supportive, positive, and high-performing learning organization. We build a collaborative culture by selecting candidates who exemplify our philosophy of the human capital management system, “one more like our best.” We provide intentional instructional coaching, mentoring, and professional development for staff to effectively perform in their roles. We are committed to building capacity for both those seeking advancement within the district and those who wish to lead from where they are, empowering all staff to contribute meaningfully. Financial accountability enables us to invest thoughtfully in our people, facilities, and technology, ensuring staff and students have the resources to feel safe, supported, and well-equipped for success. By maintaining flexibility in our approach, we can adapt to changing needs, creating a resilient workplace that attracts and retains top talent committed to excellence.

# Goal Area 3:

## Focus on Attracting, Inducting, and Retaining Quality Staff by Using Resources Strategically, Responsibly, and Flexibly

### **What is in place that supports this goal?**

- Strong mentoring, onboarding, and instructional coaching programs
- Competitive salaries, robust union contracts, and modern facilities
- Collaborative culture with leadership opportunities and staff recognition

### **What do we need to start doing to meet this goal?**

- Offer signing bonuses for hard-to-fill positions (e.g., dual language teachers)
- Partner with universities for bilingual endorsements and guest-to-full-time teacher pathways
- Expand and standardize staff recognition initiatives

### **What is in place that needs to be redesigned to meet this goal?**

- Diversify staffing to better reflect the student population
- Provide more differentiated and choice-based professional development
- Streamline licensure and advancement processes for out-of-state and bilingual teachers

### **What do we need to stop doing to meet this goal?**

- Maintaining barriers like complex licensure processes
- Overlooking the need for authentic and consistent staff feedback
- Overloading staff with initiatives without adequate support

# WHAT'S NEXT?

The Board of Education will vote on adopting the Strategic Change Agenda at an upcoming meeting.



*Questions?*



INSPIRE • INNOVATE • ENGAGE  
**NORTH SHORE**  
SCHOOL DISTRICT 112



INSPIRE · INNOVATE · ENGAGE

# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Dr. Michael Lubelfeld, Superintendent of Schools  
Dr. Holly Colin, Asst. Supt. for Student Services  
Mr. Jerney Davis, Asst. Supt. for Business Services  
Subject: Consideration of a Resolution and a Petition for Withdrawal from TrueNorth Educational Cooperative 804 filed by Glenview District 34

Policy Alignment: Policy 1:20 District Organization, Operations, and Cooperative Agreements

Disposition: Information

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### **Executive Summary:**

On December 16, 2024, the Glenview Community Consolidated School District 34 Board of Education confirmed their desire to withdraw from the TrueNorth Education Cooperative by adopting a Resolution and a Petition for Withdrawal, effective July 1, 2026. According to the TrueNorth Articles of Agreement that was approved by all 18 member districts in 2017, the Voluntary Withdrawal of a Member District is subject to certain procedures. The Articles of Agreement stipulate that each TrueNorth Member District Board of Education shall, within 60 calendar days following receipt, consider a Petition for Withdrawal and take a formal vote in open session regarding the Petition as it deems appropriate.

The District 112 Board has been provided with information from District 34 and TrueNorth to assist in discussions. Here's a summary of the key points:

- **District 34's Rationale:**
  - District 34 believes it can better serve its special education students independently, utilizing its own resources and priorities.
  - A third-party evaluation by Dr. Christine Sepiol concluded that District 34 has the capacity to serve its students upon withdrawal, demonstrating competency in curriculum, professional development, staffing, and providing a free and appropriate public education in the least restrictive environment.
  - District 34 has been building its capacity since 2018 by adding staff and strengthening its systems to support all students.
  - District 34 currently has no students in TrueNorth programs.
  - District 34 pays approximately \$500,000 annually to TrueNorth despite having

no students accessing TrueNorth programs.

- District 34 can access necessary services from other sources, and believes that an independent program will optimize interactions between students with disabilities and their non-disabled peers.
- **Financial Considerations:** District 34 is financially capable of meeting its share of TrueNorth's liabilities upon withdrawal.
- **Procedural Compliance:** District 34 has followed the necessary procedures for withdrawal, including providing the resolution and petition to all member districts.
- **Proposed Timeline:** The withdrawal is proposed to be effective July 1, 2026, contingent upon approval from the other member districts. Member districts are asked to vote on the resolution within 60 days of receipt.
- **District 34 is requesting that the other member districts approve this withdrawal.**

The main reason for the withdrawal is that **District 34 believes that it no longer benefits from TrueNorth membership as it has the capacity and resources to operate an independent special education program.**

The District 112 Business Office has received information from TrueNorth regarding the increased costs to District 112 should Glenview 34 withdraw in School Year 2026-2027. The annual financial impact on District 112 is estimated to be approximately \$62,000 per year, based on increased assessments for membership, professional learning, property, plant and equipment, and operations and maintenance.

In accordance with the TrueNorth Articles of Agreement, the attached Resolution Regarding The Proposed Withdrawal of School District No. 34 From Truenorth Educational Cooperative 804 will be presented at the January 21, 2025, Regular Meeting for the Board's discussion and consideration.

The administration is not opposed to Glenview 34's withdrawal from TrueNorth. As such, the administration recommends that you approve Glenview 34's request for withdrawal from TrueNorth Cooperative 804.

**Recommendation:**

Information/Discussion

[EXHIBIT A TO RESOLUTION]

BOARDS OF EDUCATION OF MEMBER SCHOOL DISTRICTS OF THE  
TRUE NORTH ARTICLES OF AGREEMENT

IN THE MATTER OF THE PETITION TO )  
WITHDRAW GLENVIEW SCHOOL DISTRICT 34, )  
COOK COUNTY, ILLINOIS, FROM TRUENORTH )

**PETITION OF GLENVIEW SCHOOL DISTRICT 34**  
**TO WITHDRAW FROM TRUENORTH**

NOW COMES the Board of Education of Glenview School District 34 and hereby requests approval of its withdrawal from TrueNorth (“TrueNorth”) by the Boards of Education of Lake Bluff School District 65, Lake Forest Elementary District 67, Bannockburn Elementary School District 106, Deerfield Public Schools District 109, North Shore School District 112, Township High School District 113, Lake Forest Community High School District 115, Northbrook School District 27, Northbrook School District 28, Northbrook/Glenview School District 30, West Northfield School District 31, Glenview School District 34, Glenbrook High Schools District 225, Sunset Ridge School District 29, Glencoe School District 35, The Winnetka Public Schools District 36, Kenilworth School District No. 38 and New Trier Township High School District 203 (“Boards of Education”) and states as follows:

1. The Petitioner, the Board of Education of Glenview School District 34, Cook County, Illinois (“District 34”) maintains a legally organized school district operating under the laws of the State of Illinois and serving students in grades kindergarten through eighth grade.
2. TrueNorth is a legally organized special education joint agreement of 18 school districts providing special education programs and related services for children with disabilities recognized by the Illinois School Code.
3. In addition to District 34, the following school districts are members of TrueNorth: Lake Bluff School District 65, Lake Forest Elementary District 67, Bannockburn Elementary School District 106, Deerfield Public Schools District 109, North Shore School District 112, Township High School District 113, Lake

Forest Community High School District 115, Northbrook School District 27, Northbrook School District 28, Northbrook/Glenview School District 30, West Northfield School District 31, Glenbrook High Schools District 225, Sunset Ridge School District 29, Glencoe School District 35, The Winnetka Public Schools District 36, Kenilworth School District No. 38 and New Trier Township High School District 203.

4. This Petition is presented pursuant to Article VI(A) of the Articles of Agreement and Section 10-22.31(g) of the Illinois School Code, 105 ILCS 5/10-22.31(g).
5. This Petition requests the voluntary withdrawal of District 34 from TrueNorth, effective July 1, 2026, so that District 34 can best provide for the special education needs of its own students, using its own resources, priorities and programming developed internally within District 34, and increase the delivery of services to its special education students in the least restrictive environment, as is evidenced below.
6. Dr. Christine Sepiol, a third-party evaluator selected by TrueNorth, completed an independent Comprehensive Program Evaluation of District 34's to analyze the District's capacity to serve its students requiring specific education upon withdrawal. Dr. Sepiol concluded that District 34 has the capacity to serve its students upon withdrawal. Highlights of the Evaluation are summarized below:

**A. Curricular Competency:** The Evaluation defined 'curricular competency' as the ability of School District 34 to meet the academic and behavioral/social-emotional needs of its students through the use of targeted curricular resources.

The Evaluation concluded that District 34 established curricular competency in that it has a wide variety of curricular resources to meet student needs. There is guidance available to the staff to determine which resource will address a specific student's needs. Resources are evidence-based and have internal data collection systems to track student growth. The variety of resources assists in individualizing student learning and allows staff the professional integrity to determine which resource(s) should be implemented.

**B. Professional Development Competency:** The Evaluation defined 'professional development competency' as the ability of School District 34 to maintain a focus on supporting their staff, through offering professional

development in delivering quality instruction and services to the special education students in the District.

The Evaluation concluded that District 34 clearly established professional development competency in that District 34's multi-year focus on issues of inclusion, equity, culturally responsive instruction, and overall connection to MTSS is robust.

- C. Staffing Competency:** The Evaluation defined 'staffing competency' as the ability to maintain a sufficient amount of staff to meet the needs of its special education students.

The Evaluation concluded that District 34 has established staffing competency by adding both administrative staff (Assistant Principals for Student Services) and support staff to their list of employees to be more self-sufficient and meet student needs.

- D. FAPE/LRE:** The Evaluation defined "FAPE / LRE competency as the ability of School District 34 to deliver a free, appropriate public education ("FAPE") to its special education students in the least restrictive environment ("LRE").

The Evaluation Dr. Sepiol concluded that District 34 has the resources and the staff to support FAPE in the LRE. "Their data is strong in this regard. Their District-wide Strategic Plan and staff commitment are also strong supporters of this mission. It is clear that this is not merely a legal mandate but a belief system that is a multi-year focus for the District."

- E. Transition to Glenbrook High School 225:** The Articles of Agreement specify that an evaluation component must consist of "communication... between elementary and high schools with respect to the transition of special education students to or from the withdrawing District and must assure cooperation among the schools with respect to such transitions."

The Evaluation concluded that the development of a predictable, routine, and established communication system was undoubtedly the result of an intentional effort from both District 34 and District 225 that took several years to construct. Feedback from both districts indicates satisfaction with the system that translates to high school programming choices that are appropriate to meet students' needs. From the information provided, both communication and cooperation are evident when transitioning students from District 34 to District 225.

7. District 34 is financially able to meet its proportionate share of TrueNorth's liabilities that would be payable upon withdrawal.
8. District 34 and its students would be better served by the District operating its own, independent special education program for many reasons, including:

- A. While TrueNorth continues to provide a valuable service for other member districts, District 34's special education population is of a size and level of need that there are no benefits for District 34 to continue to belong to a special education cooperative;
- B. District 34 has a State-approved Director of Special Education and qualified staff;
- C. District 34 has gradually added staff and supports for the last six school years to be able to educate its students with disabilities within District 34 facilities.
- D. There are presently approximately 438 District 34 special education students whose primary programs are in District 34 facilities or other non-TrueNorth facilities;
- E. There are presently **no** District 34 special education students being served in their primary programs by TrueNorth in TrueNorth facilities or the schools of the other member school districts;
- F. For several low incidence needs, District 34 currently accesses from TrueNorth wheelchair / adaptive technology services and Physical Therapy services, both of which can be accessed from other sources;
- G. District 34 pays approximately \$500,000 annually to TrueNorth for District 34's annual proration of TrueNorth's Administrative Costs and Program Costs despite having no students accessing TrueNorth programs.
- H. Being a stand-alone special education program eliminates District 34's need to pay for this duplicate layer of administrative support at TrueNorth, thus saving money and utilizing its funds to provide additional supports for its special education students;
- I. Interactions among students with disabilities and their non-disabled peers in their home communities is optimized through District 34's independent special education program;
- J. Access to peers for District 34 students with disabilities in their home communities as models for communication, motor, academic, social development and potential neighborhood friendships is optimized through District 34's independent special education program;
- K. District 34 will continue to develop, manage and sustain a program that meets the unique needs of its students, families and staff.

9. The withdrawal of District 34 from TrueNorth is in the best interest of the special education students in District 34.
  
10. It would be against public policy and unconscionable to require District 34 to remain a member of and continue to send approximately \$500,000 annually to TrueNorth when the students of District 34 receive no benefit from continued membership in TrueNorth.
  
11. The TrueNorth Leadership Council reviewed the matter at its November 13, 2024 meeting and does not oppose District 34's withdrawal from TrueNorth.
  
12. On December 16, 2024, the Board of Education of District 34 adopted a resolution approving this Petition to Withdraw.

WHEREFORE, the Petitioner, the Board of Education of Glenview School District 34 respectfully requests that the Boards of Education of the remaining member districts of TrueNorth, within 60 calendar days following receipt of this Petition, adopt a resolution approving this Petition, thereby approving the withdrawal of the District from TrueNorth, effective July 1, 2026.

BOARD OF EDUCATION OF  
GLENVIEW SCHOOL DISTRICT 34,  
COOK COUNTY, ILLINOIS

By: Signed by:  
Scott Nelson  
5CD5A26AA85E2D3  
President, Board of Education

Attest: DocuSigned by:  
Diane Stefani  
679A7114ED924CB  
Secretary, Board of Education

**RESOLUTION 250121 REGARDING THE PROPOSED WITHDRAWAL  
OF SCHOOL DISTRICT NO. 34 FROM  
TRUENORTH EDUCATIONAL COOPERATIVE 804**

**WHEREAS**, *North Shore School District No.112, Lake County* (hereinafter “District” or “School District”) is a member of TrueNorth Educational Cooperative 804 (hereinafter “TrueNorth”), which is a cooperative of eighteen (18) member public school districts in Cook and Lake County established to collaboratively meet the needs of their students with disabilities by cost-effectively providing highly specialized, quality educational programs and services; and

**WHEREAS**, TrueNorth is governed by Articles of Agreement approved by all member districts and last amended July 1, 2021 (hereinafter “Articles”); and

**WHEREAS**, Article VI provides for the Voluntary Withdrawal of a Member District, subject to certain procedures set forth therein; and

**WHEREAS**, on December 16, 2024, the Glenview Community Consolidated School District No. 34 Board of Education (hereinafter “District 34”) adopted a resolution and a Petition for Withdrawal, copies of which were subsequently provided to the Superintendent and President of the Board of Education of this District; and

**WHEREAS**, the Articles provide that each TrueNorth Member District Board of Education shall, within 60 calendar days following receipt, consider District 34’s Petition for Withdrawal and take a formal vote in open session regarding the Petition as it considers appropriate; and

**WHEREAS**, this District has had the opportunity to request and consider additional information from District 34, as provided in the Articles; and

**WHEREAS**, the Articles provide that if a Member District approves District 34’s Petition, it

shall do so by adopting a written resolution; and

**WHEREAS**, this Board of Education has considered District 34’s Petition for Withdrawal and is prepared to take action regarding the same as it considers appropriate;

**NOW, THEREFORE, BE IT RESOLVED** by the *Board of Education of North Shore School District No. 112, Lake County* as follows:

**Section 1.** This Board hereby finds that all of the recitals contained in the preambles to this resolution are full, true and correct and does incorporate them into this resolution by this reference.

**Section 2.** This Board hereby approves the Petition for Withdrawal filed by District 34, which, if approved by all Member Districts, will be effective July 1, 2026.

**Section 3.** The Superintendent and/or designee of this District is authorized and directed to forward a certified copy of this Resolution to the TrueNorth Superintendent, the President of the TrueNorth Leadership Council, and to the District petitioning for withdrawal (District 34).

**ADOPTED** this 21st day of January, 2025, by the following roll call vote:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education

CERTIFICATION

I, \_\_\_\_\_, Secretary of the Board of Education  
of \_\_\_\_\_ School District No. \_\_\_\_, \_\_\_\_\_ County, do hereby certify that the  
foregoing Resolution was adopted at a meeting of this Board of Education on \_\_\_\_\_, 2025,  
by the following roll-call vote:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

and that the motion was duly declared carried by the President of the Board.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Secretary



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**NORTH SHORE**  
SCHOOL DISTRICT 112

Date: January 21, 2025

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Dr. Michael Rodrigo, Director of Personnel Services

Subject: Humanex Student and Family Engagement Survey Results

Policy Alignment: 1:130 School District Philosophy, 6:15 Student Accountability, 6:65  
Students Social Emotional Development

Disposition: Information

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### **Executive Summary:**

District 112 is dedicated to fostering a positive and supportive environment for all members of our school community. To achieve this, we prioritize meaningful ways to assess our culture and climate every year.

One key tool is the Student Engagement Survey, administered to students in grades 3–8 in both English and Spanish. Now in its seventh year, this survey consistently highlights that our students recognize and value their experiences within our schools and district.

Equally important is the Family Engagement Survey, which we conduct annually to gather feedback from families about their perceptions of our schools. Available in English and Spanish, this survey provides valuable insights into how families experience and engage with our district, helping us better understand and respond to their needs.

The results of these surveys have consistently identified areas of strength, as well as opportunities for growth. We take this feedback seriously and are committed to using it to enhance the experiences of all students, families, and staff. Specific areas for improvement will be addressed in an upcoming presentation, where we will outline

steps for continued progress.

**Recommendation:**  
Information Only



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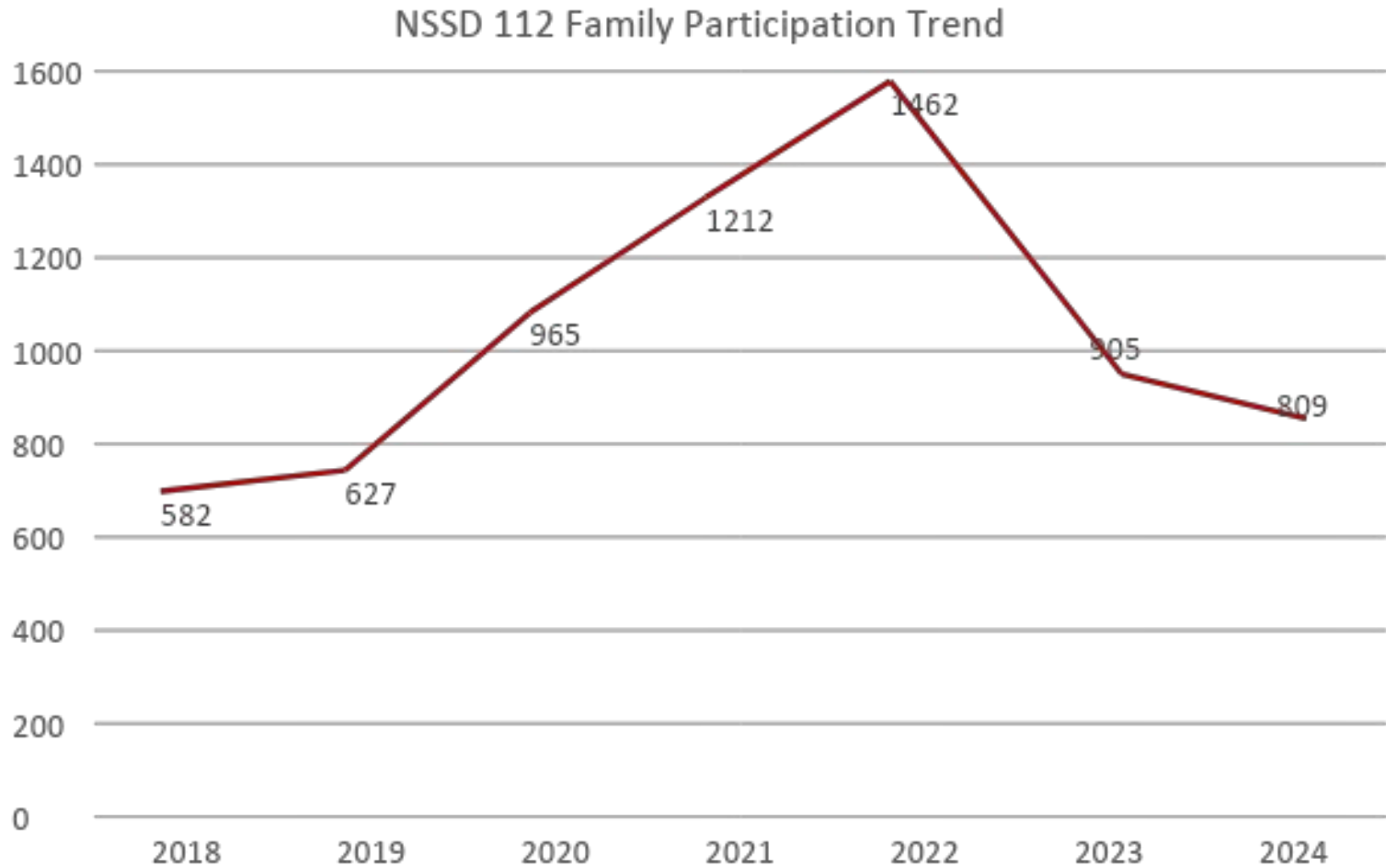
Full District  
North Shore SD 112  
Family Engagement Survey  
December 2024

# Family Engagement Survey Dimensions

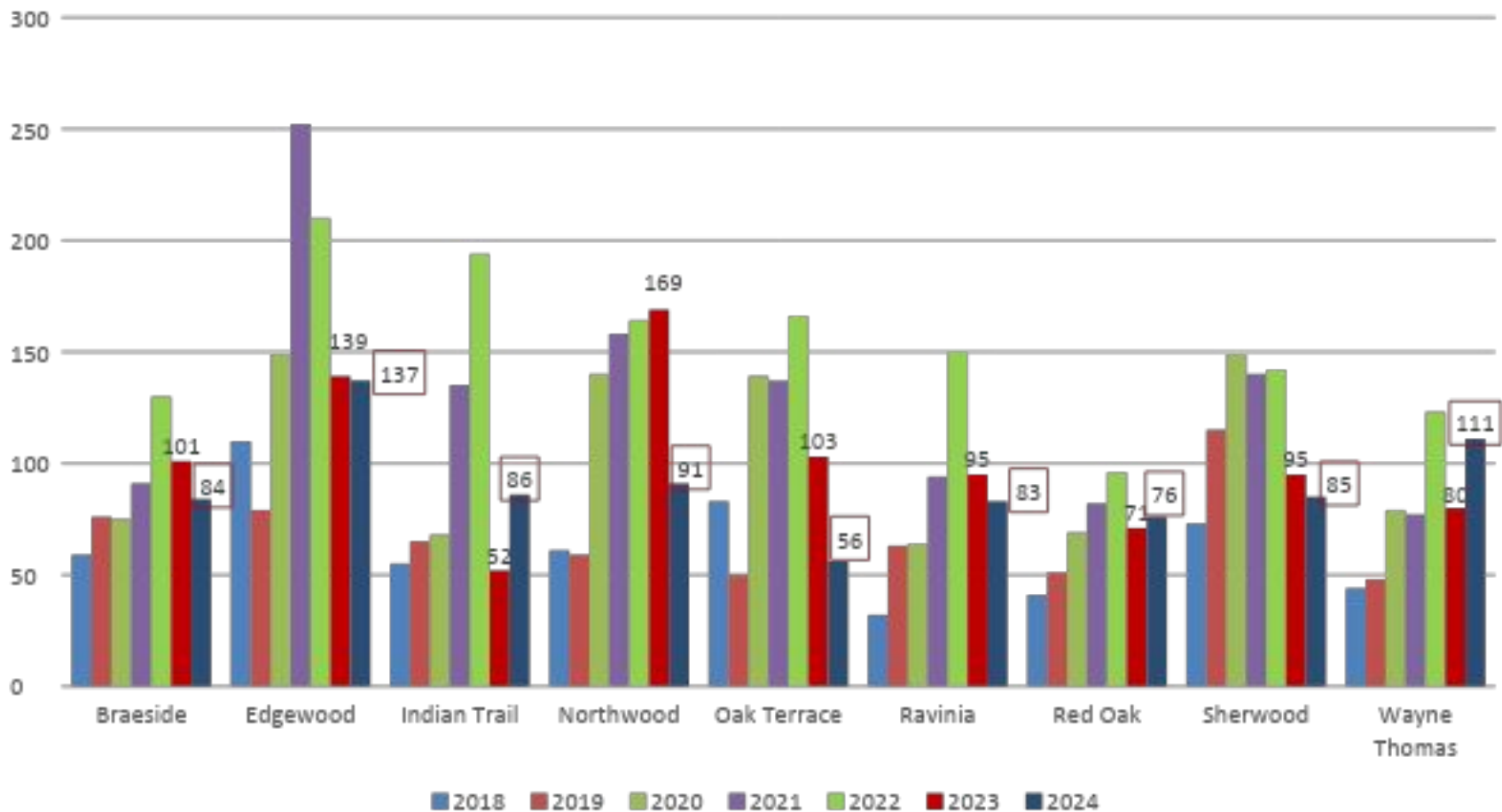
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- Online Assessment
  - Confidential & Anonymous
  - 43 Statements
  - Eight Dimensions
- Perception of School Environment
- Perception of Safety
- Perception of Student Learning
- Perception of Teachers
- Perception of Principal
- Perception of Superintendent
- Perception of School District
- Perception of Mission

# NSSD 112 (n=809) Family Engagement 2024 Participation Trend



# NSSD 112 (n=809) Family Engagement 2024 Participation Trend



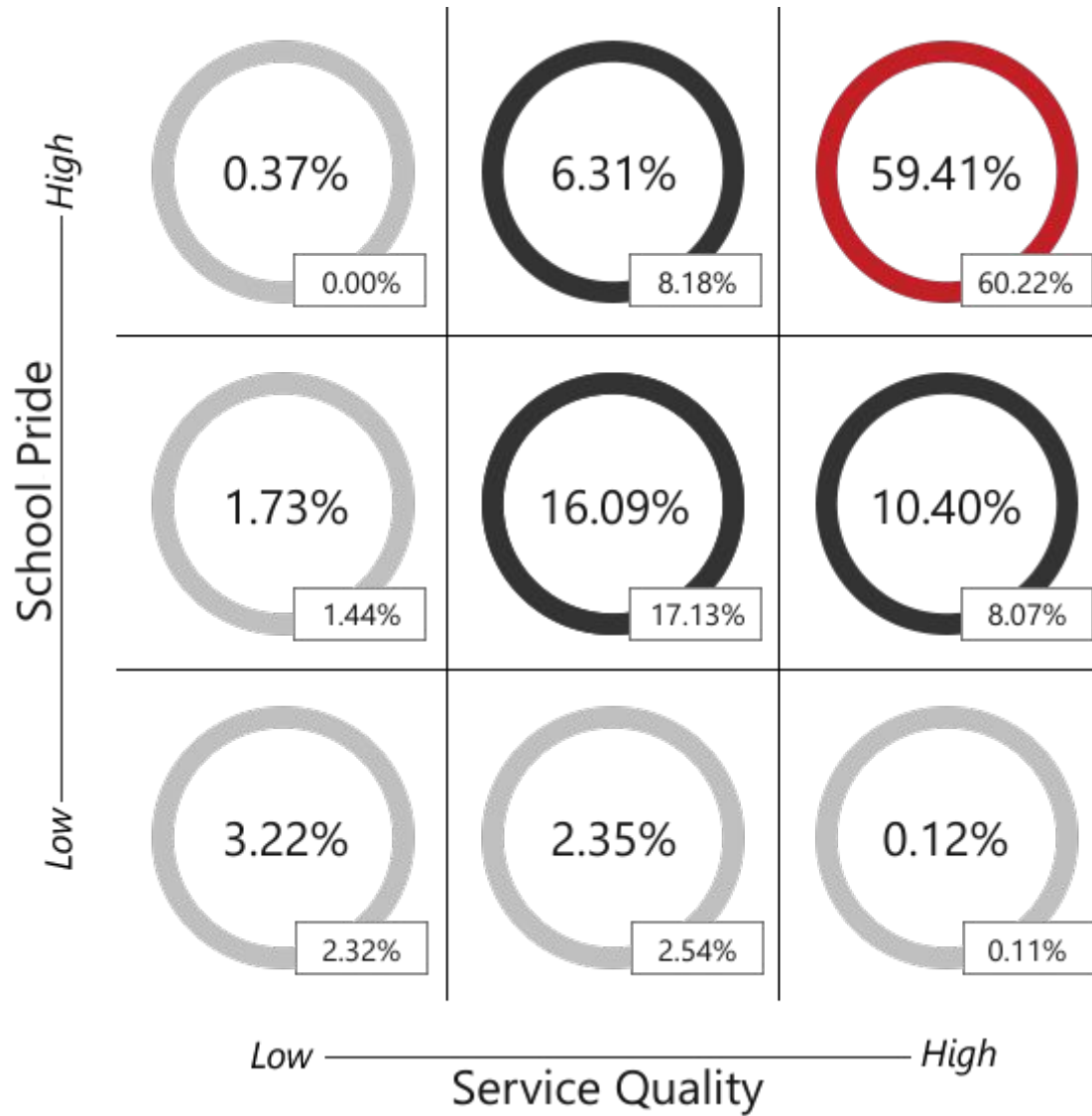
# NSSD 112 (n=809) Family Engagement 2024

## DIMENSIONS

Dimension	Mean	Change
School Environment	4.36	+0.03
Safety	4.36	+0.06
Student Learning	4.31	+0.04
Teachers	4.30	+0.03
Principal	4.18	+0.01
School District	4.10	-0.07
Mission	4.07	-0.03
Superintendent	3.81	-0.24

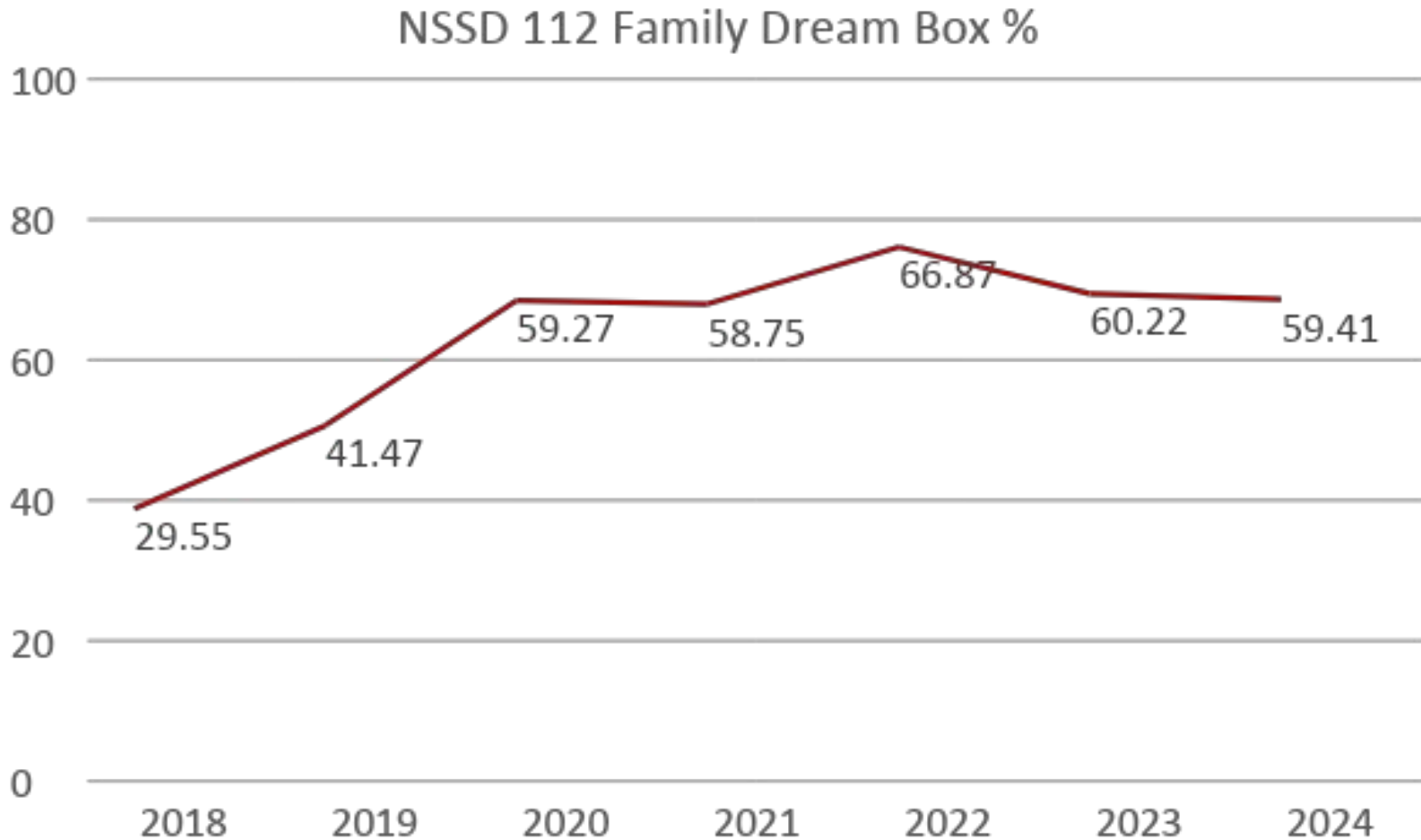
# NSSD 112 (n=809) Family Engagement 2024

## Current 3x3 Snapshot



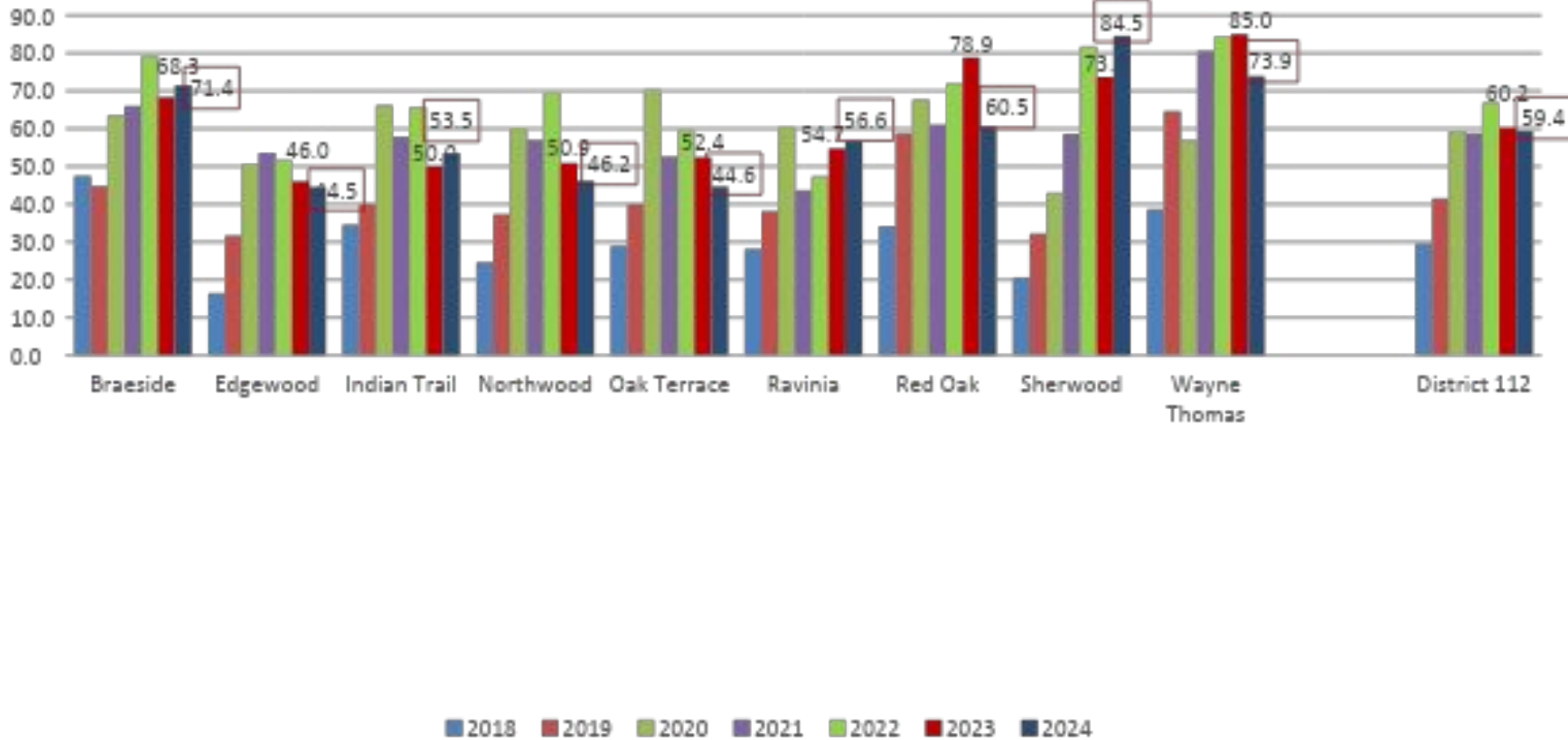
# NSSD 112 (n=809) Family Engagement 2024

## Dream Box Trend



# NSSD 112 (n=809) Family Engagement 2024

## Dream Box Trends by Building



# NSSD 112 (n=809) Family Engagement 2024

## Top Items

Question	Dimension	Mean	Change
21. Teachers treat me with respect.	Teachers	4.67	+0.03
2. When I enter my child's school, the front office staff is helpful.	School Environment	4.64	+0.02
3. My child feels welcome in school.	School Environment	4.62	+0.03
22. Teachers treat my child with respect.	Teachers	4.61	+0.04
19. I feel comfortable approaching my child's teachers with questions or concerns.	Teachers	4.60	+0.03

# NSSD 112 (n=809) Family Engagement 2024

## Bottom Items

Question	Dimension	Mean	Change
10. The cafeteria provides high-quality meals.	School Environment	3.13	-0.06
26. My child's teachers reach out to me regularly with feedback about how my child is doing in school.	Teachers	3.57	+0.05
38. This school district does an excellent job of communicating with me personally.	School District	3.77	-0.14
42. I feel comfortable approaching the school superintendent with a question or concern.	Superintendent	3.79	-0.17
43. Overall, I feel that the superintendent of this district is doing an excellent job.	Superintendent	3.82	-0.32



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Full District  
North Shore SD 112  
Student Engagement Survey Results  
December 2024

# Student Engagement Survey Dimensions

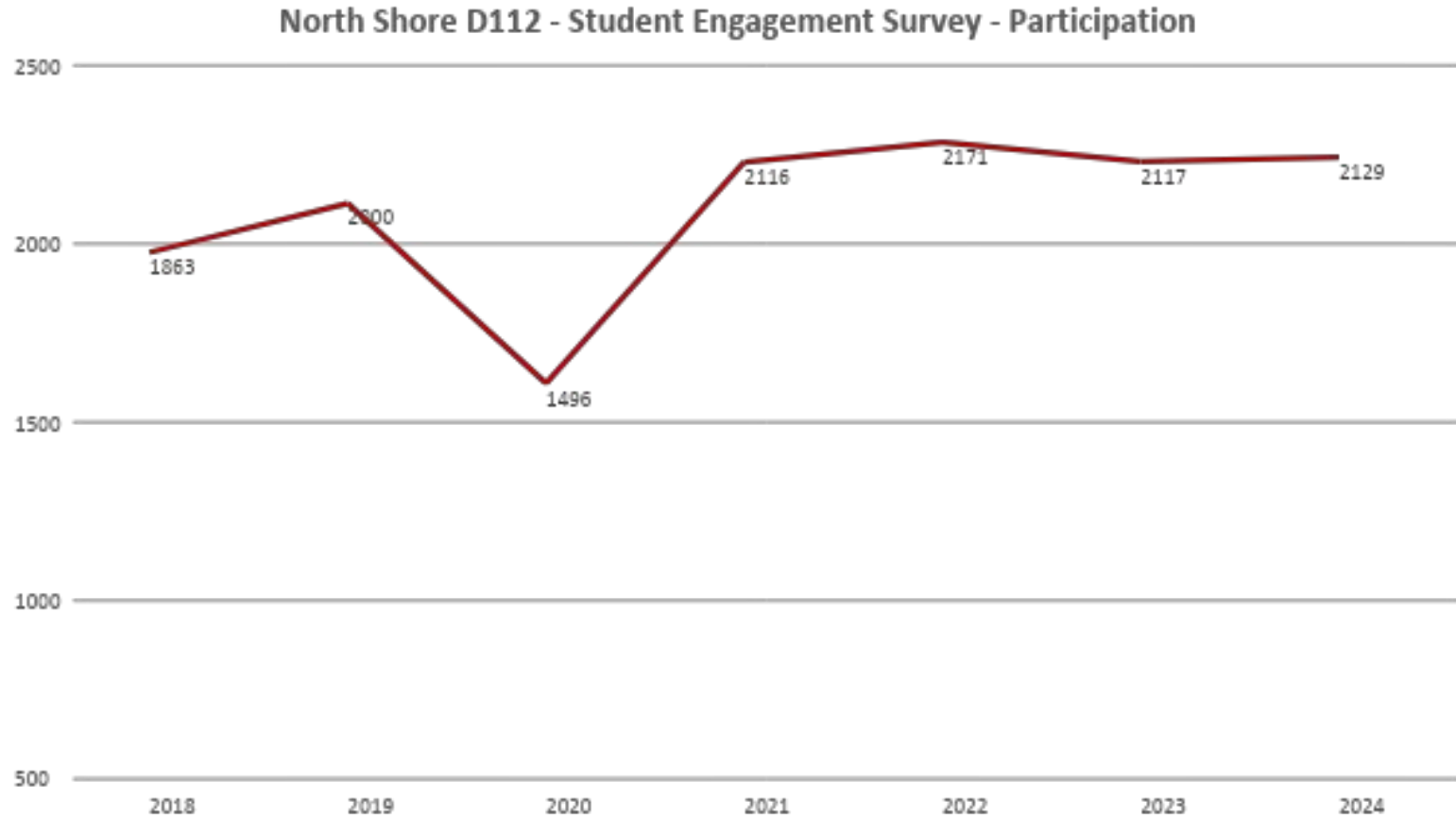
Engagement  
Satisfaction  
Choice  
Relevance  
Feedback  
Fairness  
Classroom Management  
Perceptions of Teacher  
Perceptions of the Principal  
Survival Needs  
Safety  
Belonging  
Self Esteem

## Online Assessment

- Confidential & Anonymous
- 64 Questions
- 13 Dimensions
- Three Areas Assessed:
  - Student
  - Teacher
  - Principal

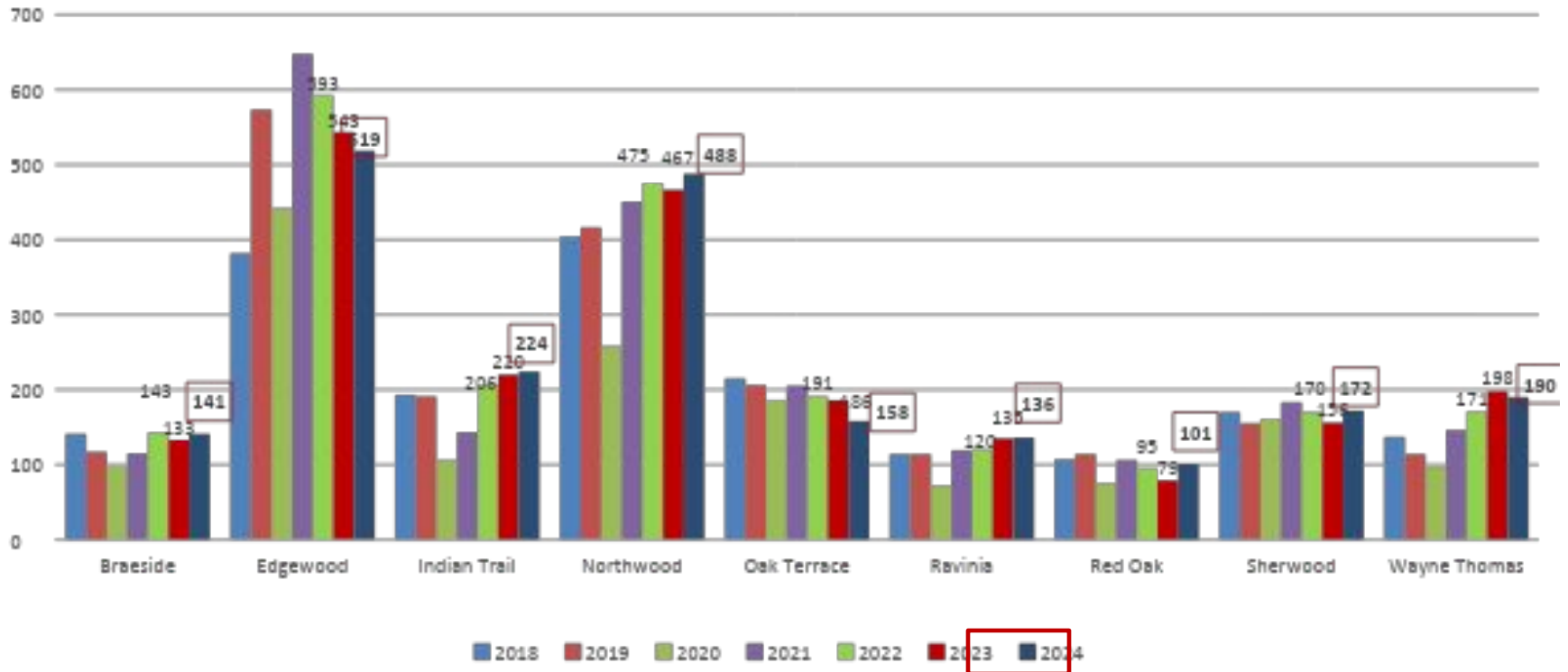
Maslow's

# NSSD 112 (N=2129) Student Engagement 2024 SES Participation Trend



# NSSD 112 (N=2129) Student Engagement 2024 SES Participation Trend

## NSSD 112 Humanex Student Engagement - Participation Trend



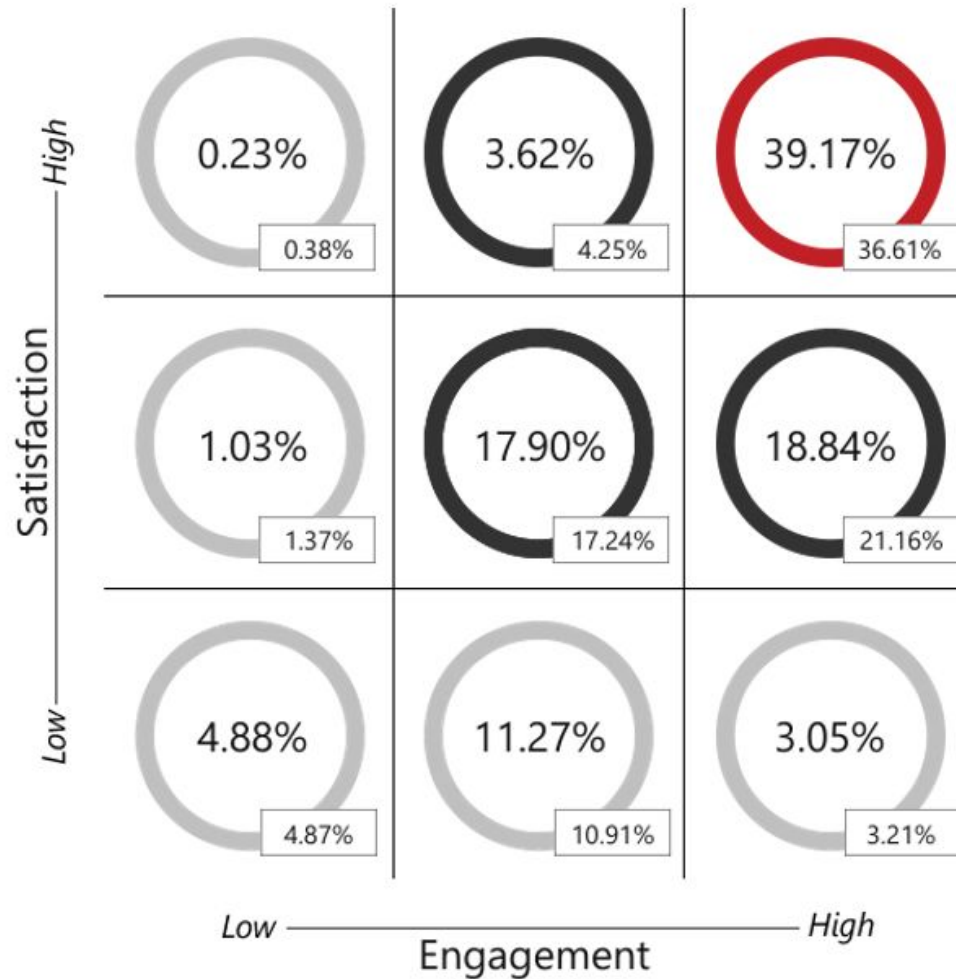
# NSSD 112 (N=2129) Student Engagement 2024

## DIMENSIONS

Dimension	Mean	Change
Self Esteem	4.26	+0.03
Belonging	4.14	+0.04
Classroom Management	4.14	+0.03
Safety	4.10	+0.05
Fairness	4.09	+0.01
Feedback	4.09	+0.02
Perceptions of Principal	4.09	+0.06
Engagement	4.03	+0.02
Perceptions of Teacher	3.91	+0.01
Relevance	3.82	+0.03
Survival Needs	3.81	0.00
Satisfaction	3.66	+0.02
Choice	3.56	+0.10

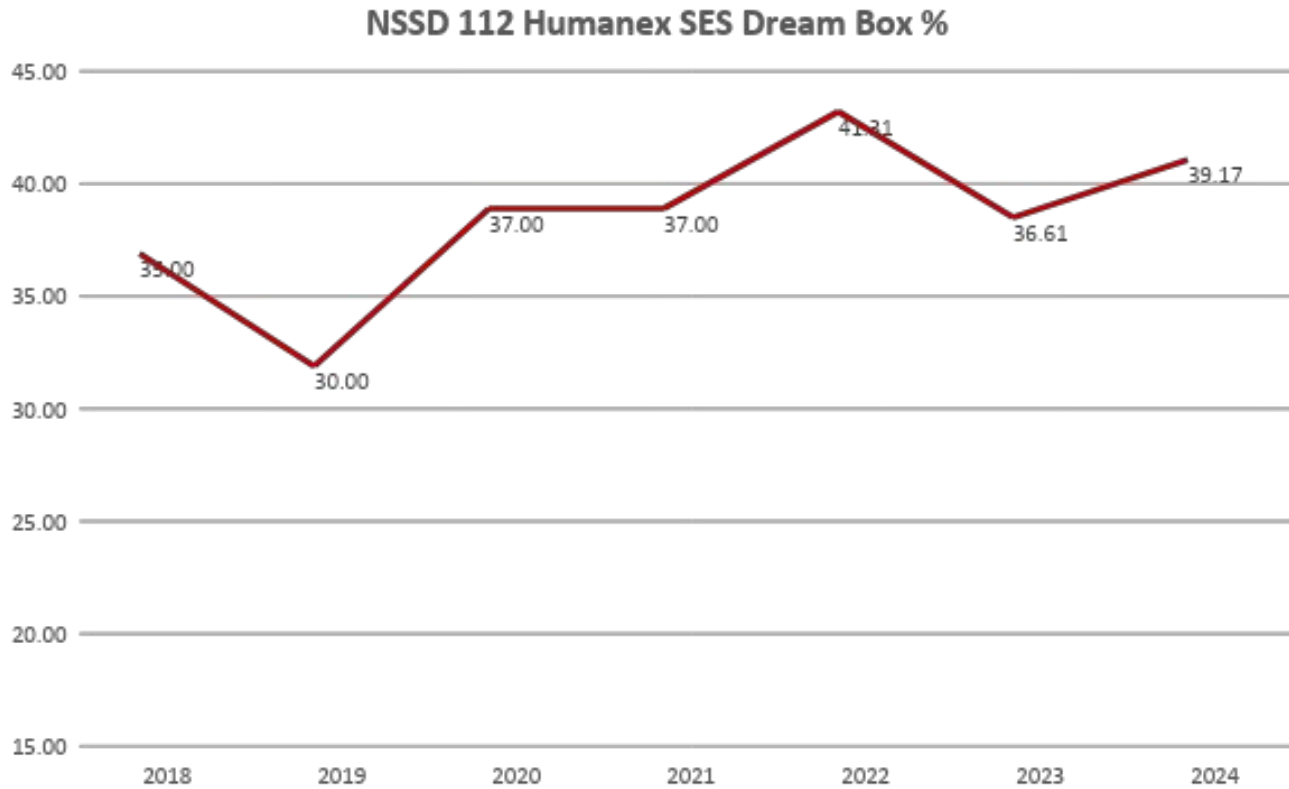
# NSSD 112 (N=2129) Student Engagement 2024

## Current 3x3



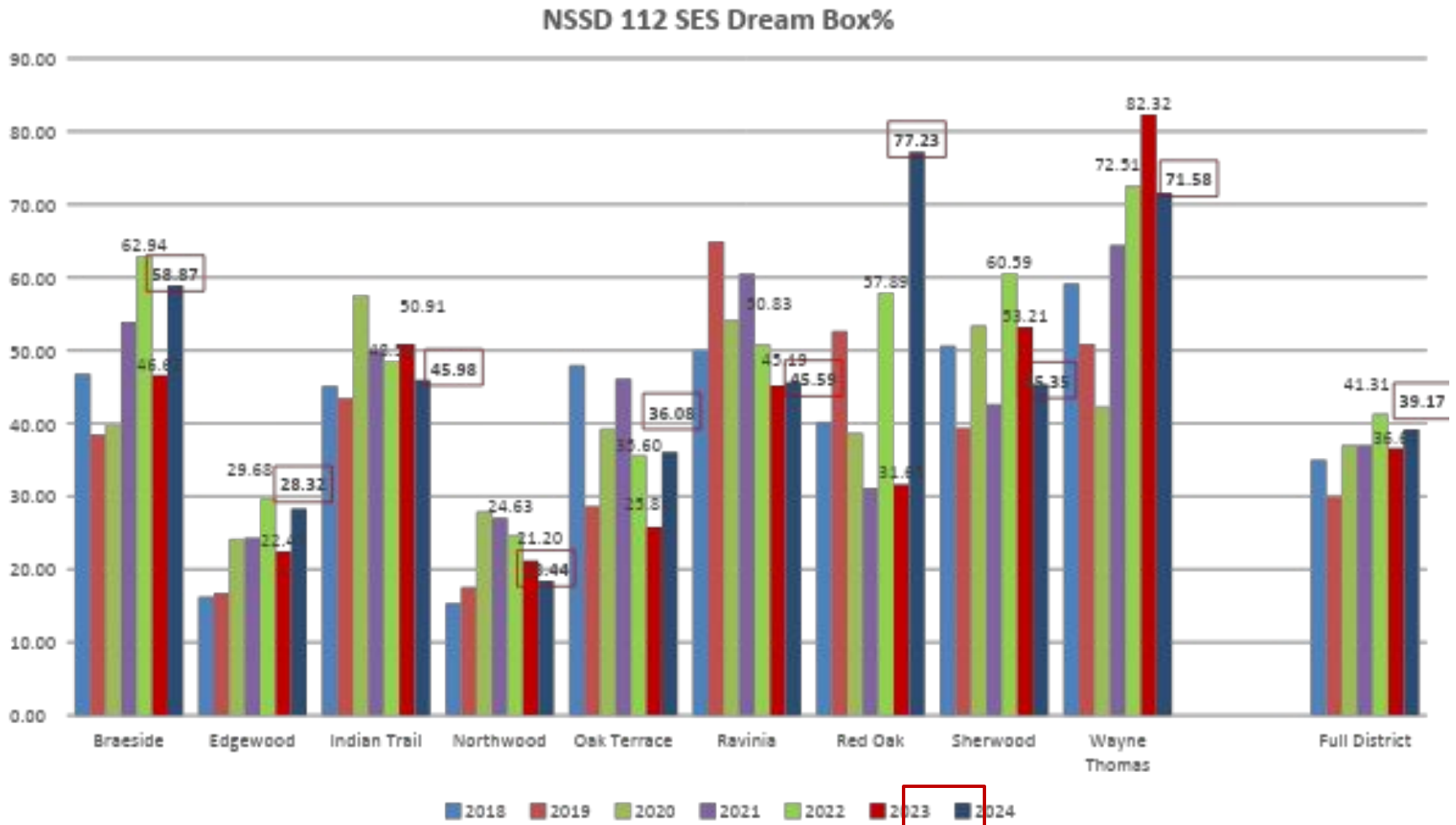
# NSSD 112 (N=2129) Student Engagement 2024

## 3x3 trend – overall district



# NSSD 112 (N=2129) Student Engagement 2024

## SES Dream Box % by Building



# NSSD 112 (N=2129) Student Engagement 2024

## Top Items

Question	Dimension	Mean	Change
15. My teachers want me to be a successful person.	Self Esteem	4.47	+0.02
13. I have friends at school who care about me.	Self Esteem	4.46	+0.01
6. My teachers care about my health.	Survival Needs	4.40	+0.05
17. My teachers believe in me.	Self Esteem	4.35	0.00
23. My teachers care about me.	Belonging	4.34	+0.03

# NSSD 112 (N=2129) Student Engagement 2024

## Bottom Items

Question	Dimension	Mean	Change
3. I have a lot of energy at the start of the school day.	Survival Needs	3.12	-0.07
33. In class, I get to choose the activities I work on.	Choice	3.24	+0.21
25. I look forward to being in school each day.	Satisfaction	3.35	-0.03
36. I get to make decisions about how I learn in the classroom.	Choice	3.47	+0.08
4. I have a lot of energy throughout the day.	Survival Needs	3.47	-0.04



# Questions



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**NORTH SHORE**  
SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Board of Education & Dr. Michael Lubelfeld  
From: Solvei Jurmu, Director of Safety and Security  
Subject: Recommendation to Purchase BDA Bidirectional Antennas  
Board Policy Alignment: Policy 4:160 Contracts & 4:170 - Safety  
Disposition: Information

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#### Executive Summary:

As we continue to prioritize safety and security within the District, we have undertaken a thorough evaluation of first responder communication capability within the district's school buildings. When police and fire personnel respond to emergencies, the need to communicate with one another and with their dispatch center is paramount. Buildings with metal framing, steel windows, concrete, and other materials used in construction can block some of the two-way communication that they need, and that includes our school buildings. To enhance in-building radio frequency coverage for first responder radios, a bi-directional antenna system may be necessary. **Bi-directional antennas (BDAs)** are systems designed to enhance and ensure reliable two-way radio communication between first responders, both inside the building and with dispatch and their command centers outside. This is essential during emergencies like fires and active threats, where clear communication can save lives and coordinate effective responses. Following signal testing and discussions with members from the Operations Department, and Technology Department, I recommend that we proceed with a proposal from GenComm to purchase BDAs where needed.

GenComm has put forth a comprehensive proposal to include the following:

- Order equipment based on the estimated bill of materials.
- Provide system design and modeling.
- Install ERCES equipment components, cabling, and connectors.
- Test, optimize, and commission the proposed system.
- Final grid testing to meet Lake County coverage requirements.
- Perform acceptance testing according to fire code, IFC 510. According to this code it is required for any new building to have approved radio coverage for emergency

responders within the building based on the existing coverage levels of the public safety communication systems utilized by the jurisdiction.

- Provide closeout documentation.

The proposed cost for these enhancements is **\$290,143.69** for Edgewood, Indian Trail, Northwood, Red Oak, Elm Place, and Green Bay. A radio frequency test still needs to be performed at Ravinia, and one will be done at Sherwood and Braeside upon construction completion. The costs also include a 1-year parts and labor warranty.

This proposal outlines a structured approach to implementation and ongoing support, ensuring that our safety systems are both robust and up-to-date. This partnership with GenComm will significantly enhance first responder communication capabilities when in any of the school buildings in North Shore School District 112.

The administration will bring this proposal forward for the Board's consideration for approval at the February 11, 2025, meeting.

**Recommendation:**  
Information



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# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Board of Education  
From: Solvei Jurmu, Director of Safety and Security  
Subject: Approve 2024-25 Rescue In Color Bleeding Control Kit Purchase Proposal  
Board Policy Alignment: Policy 4:160 Contract & Policy 4:170 Safety  
Disposition: Information

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## Executive Summary

**Introduction:** In light of the growing need for enhanced safety measures within educational institutions, we propose the acquisition of 510 Rescue in Color Bleeding Control Kits. These kits are designed to provide immediate assistance in the event of a bleeding emergency, ensuring that life-saving interventions can be administered promptly within classrooms and common areas.

**Rationale:** The safety and well-being of students and staff are paramount. In emergencies involving severe bleeding, quick action is critical to prevent loss of life. The Rescue in Color Bleeding Control Kits are tailored to be user-friendly, color-coded for ease of use, and equipped with essential supplies such as tourniquets, gauze, and gloves. Their presence in each classroom and communal space will empower staff and potentially older students to act decisively in the crucial moments before professional medical assistance arrives.

## Benefits

1. **Enhanced Safety Preparedness:** The kits provide immediate access to bleeding control resources, improving the school's readiness to handle medical emergencies.
2. **Compliance with Safety Guidelines:** Equipping our classrooms with bleeding control kits aligns with recommended best practices in school safety and emergency preparedness.
3. **Confidence and Reassurance:** The availability of these kits will provide reassurance to parents, staff, and students that the school is committed to their safety.

**Cost and Implementation:** The total cost for purchasing 510 kits is **\$63,321.50** and represents a valuable investment in the school's safety infrastructure. Implementation will include training

for staff on the proper use of the kits, ensuring that they are well-prepared to respond to emergencies.

**Conclusion:** By approving the purchase of the Rescue in Color Bleeding Control Kits, the school board will be taking a proactive step toward enhancing the safety and security of our educational environment. This initiative reflects our commitment to safeguarding our students and staff, providing them with the resources needed to respond effectively in emergencies. The Board will be asked to approve the purchase at the February 18, 2025, Regular Board meeting.

**Recommendation:**  
Information



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# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Board of Education  
From: Dr. Michael Lubelfeld, Superintendent  
Subject: FOIA Requests  
Policy Alignment: Policy 2:250-Access to Public Records  
Disposition: Information

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### **Executive Summary:**

Board Policy 2:250 Access to Public Records requires the Superintendent or designee(s) to report to the board at each regular Board meeting any Freedom of Information (FOIA) requests and the status of the District's response.

The following is a summary of recent requests the District received under the Freedom of Information Act:

- On December 12, 2024, Courtney Denning requested copies of employment onboarding documents. The District responded to the request on December 20, 2024.
- On January 9, 2025, James Francis, requested copies of documents for purchases made for technology services. The District responded to the request on January 16, 2025.
- On January 13, 2025, Owen Wang from the Lake County Gazette requested data related to migrant enrollment. The District responded to the request on January 14, 2025.
- On January 15, 2025, the Illinois Retired Teacher Association requested information on retiring staff. The District responded to the request on January 15, 2025.

### **Recommendation:**

Information Only



**Board of Education Regular Meeting**  
**Northwood Middle School, 945 North Ave., Highland Park, IL 60035**

**December 17, 2024**

**Open Session Minutes**

*This meeting was streamed live and can be accessed online at <https://vimeo.com/user133899354>*

**Call to Order, Roll Call**

Vice President Jenks called the meeting to order at 7:03 p.m.

**Members Present:**

Alexander Brunk, Jenny Butler, Melissa Itkin, Dan Jenks, Art Kessler, Bennett Lasko

**Members Absent:**

Lisa Hirsh

**Administrators Present:**

Dr. Michael Lubelfeld, Superintendent

Dr. Monica Schroeder, Deputy Superintendent

Mr. Jeremy Davis, Assistant Superintendent for Business Services

Dr. Holly Colin, Assistant Superintendent for Student Services

Mr. Ben Finfer, Director of Communications & Community Relations

Dr. Michael Rodrigo, Director of Personnel Services

Mr. Jeremy Wickham, Executive Director of Technology & Operations

**Pledge of Allegiance**

Vice President Jenks led the Pledge of Allegiance.

**Approval of Agenda**

Vice President Jenks asked for a motion to approve the agenda as presented. Ms. Itkin moved, and Mr. Kessler seconded the motion. Upon a voice vote, the agenda was approved.

**Superintendent's Report**

- Dr. Lubelfeld provided highlights of upcoming events.
  - Winter break will begin on Friday, December 20 with students returning to school on Monday, January 6.
  - Parent information nights on the Dual Language program are scheduled for January 14 and January 16 (in Spanish). Applications to be considered for priority placement in the Dual Language Program will open on February 3.

- Registration for 2025-26 kindergarten will open on February 3.
- Sherwood students and staff will move to the Elm Place building on January 21 and the renovations at Sherwood will begin in February.
- WGN Teacher of the Month: Congratulations went out to Ravinia teacher Andrea Dunning for being recognized as Teacher of the Month by WGN TV. A news crew will visit Ms. Dunning's classroom to film a segment and present a check to the school in her honor. The segment will air on WGN during the news on December 23.
- Robot Revolution: The annual District Robot Revolution event was held at Northwood on December 14. The event was a huge success with 104 teams participating. Dr. Lubelfeld thanked Northwood teacher Bill Steinbach for organizing the event and the 112 Education Foundation for their sponsorship. He also thanked the many staff and parents for taking the time to coach and support the students.
- Indian Trail Opens: The newly renovated Indian Trail School building welcomed back students on December 2. This is the first of five Phase 2 school renovations to be completed. To commemorate the achievement, a ribbon-cutting ceremony was held on December 6. Dr. Lubelfeld recognized Charlie Privett, Director of Operations for his contributions in planning and overseeing the construction. Dr. Lubelfeld wished him well in his upcoming retirement effective December 31.
- Equity Journey: Dr. Gloria McDaniel-Hall facilitated the last session of the Four Pivots community book study. She along with Dr. Schroeder and principals will continue to provide school-based equity training to staff through the school year..
- Strategic Change Agenda: The Discovery team reconvened on December 12 to review and discuss identified goal areas selected by the data review team. Discovery team members shared their vision, mission and values that will pave forward the success of the District. The Board will be presented with draft statements for consideration in January.
- The Day of Giving: The Day of Giving, a long-standing service-learning tradition in District 112 was held in early December at Northwood The event brought together students/staff from Northwood and Edgewood who provided families in need with goods and care packages. Thousands of volunteers helped organize and distribute the collected donations.
- Winter Mailer: All District 112 homes/businesses should have received the District 112 winter newsletter.

### **School Presentation - Ravinia Elementary School**

Ravinia Principal Courtney Gilkinson, Instructional Coach Jessica Mutlef, and teacher Jackie Berry presented on the positive impacts of the new HMH curriculum and consumable curricular resources on literacy instruction. It was shared that 2024 Ravinia IAR scores for ELA and Math showed improvement in both proficiency and growth compared to prior years. The presenters described how the new HMH literacy resource, which includes myBooks for student interaction and annotation, aligns with learning progressions and standards. Student learning is assessed through a variety of activities, including writing, drawing, responding to reading, and collaborative discussion. A video was shared that showcased examples of student work and featured testimonials from a teacher and student praising the consumable resource. The myBook resource also supports teaching and learning by providing interactive tools and

data-driven insights. Additional features of the HMH resource include tools for story structure, plot, positive self-talk, and community connection.

### **Cristo Rey St. Martin College Prep Work Study Program**

In the 2023-2024 school year, the District partnered with Cristo Rey St. Martin College Prep, a Waukegan private high school with a college preparatory curriculum, to offer a student work-study program. The mission of Cristo Rey St. Martin is to empower students from limited economic backgrounds to become successful in college and life through a rigorous academic program and relevant work experience. Initially starting at Red Oak Elementary, the program expanded this year to include all seven elementary schools. Sixteen freshman students from Cristo Rey St. Martin now spend Tuesdays and one Friday per month at each of the elementary schools serving as positive role models. They support individual classrooms and special classes, lead small groups, serve as reading companions, engage in recess activities, and assist with clerical tasks. Additionally, Wayne Thomas Associate Principal Jaclyn Wagner served as a motivational speaker at Cristo Rey St. Martin, sharing her career path to inspire students to consider a career in education. District 112 Teacher on Special Assignment Valerie Kilen, the District's liaison for the program, and Brian Weinberg, Cristo Rey St. Martin Director of Work Study, shared a video highlighting the program's benefits from the perspective of District 112 school administrators and Cristo Rey students.

### **Teaching & Learning Presentation - 2024 Student IAR Performance Monitoring**

Dr. Leah Kimmelman, Director of Curriculum and Instruction, and Alexis Robinson, Coordinator for Teaching and Learning provided an overview of the 2024 Illinois State Report Card including results of the Illinois Assessment of Readiness (IAR) taken by students in grades 3-8 in the spring of 2024.

- The Illinois Report Card provides summative designations for schools based on various indicators. Academic indicators include ELA and Math Growth and Proficiency, Science Proficiency, and English Learner Progress, while School Quality indicators include Chronic Absenteeism and Climate Survey results. Ravinia, Sherwood, and Wayne Thomas earned an Exemplary designation and the other schools in the district earned a commendable designation.
- The percentage of students who are meeting or exceeding grade-level standards in English Language Arts (ELA) has increased in each of the last three years. The district's performance is at the 84th percentile in the state of Illinois. Our students perform at or better than 84% of all students in the state of IL in English.
- The percentage of students who are meeting or exceeding grade-level standards in mathematics has increased in each of the last three years. The district's performance is at the 91st percentile in the state of Illinois.
- The percentage of students meeting or exceeding grade-level standards in English Language Arts (ELA) in the student groups of English Learners, Low Income, and Special Education has increased in each of the last three years.

- The percentage of students meeting or exceeding grade-level standards in mathematics in the student groups of English Learners, Low Income, and Special Education has increased in each of the last three years.
- Science proficiency has increased from 59.2% in 2021 to 70% in 2024.
- 2024-2025 plans include new curriculum implementation and review, professional learning for teachers and coaches, and technology integration to support instruction.

### **Update on Sherwood Renovations HVAC from Trane**

To ensure continuity, the District has partnered with Trane to provide turnkey HVAC systems throughout the District. Representatives from Trane presented an update on the plans and cost for the HVAC needs for the Sherwood renovations. The original projected HVAC cost of \$2.9 million in 2022 has increased to \$4.9 million due to three primary factors.

- Inflationary Escalation: A 6% inflationary increase of \$174,000 since 2022 estimates.
- Expanded Kitchen Redesign: More enhanced HVAC systems are needed for the redesigned kitchen at an additional cost of \$500,000 (Sherwood will now serve as one of four production kitchens in the district)
- Geothermal Investments: A new plan for geothermal energy results in an additional cost of \$1.3 million including the insulation on the geothermal piping, however, the cost of geothermal will be significantly offset by tax and energy credits and rebates (est. \$2.4 million)

Despite these increases, the overall net costs for the HVAC system will be lower than initially anticipated, thanks to geothermal energy rebates and tax incentives. All told the total cost/investment for Sherwood's HVAC with Trane (turnkey proposal) is estimated at \$2.2million. Moving forward, Trane and Gilbane will meet regularly to coordinate efforts and discuss any changes to the scope of construction projects. The Board will be asked to approve the Trane Turnkey agreement for Sherwood later on the agenda.

### **Update Dual Language Program Review/Evaluation**

Dr. Lubelfeld provided an update on the proposed Dual Language Program review/evaluation. The administration and Board are seeking to determine the long-term future of the K-5 Dual Language Program as it relates to facility needs as part of Phase 3 of the long-range facility plan. The administration has contracted with Dr. Sonia Soltero, a professor at DePaul University and a recognized expert in bilingual education, to conduct a study of the program. Dr. Lubelfled reviewed the scope of the evaluation which in part will examine enrollment trends and projections, screening process, recruitment and retention, program model, and possible consolidation to a single site at Oak Terrace. Dr. Soltero plans to meet with school leaders, district administrators, and Board members and focus groups (families, students teachers and support staff) and visit schools. She will review district data and documents. Arrangements have been made for her to interface with Hanover K-12 Research to assist with data collection methodologies, data sources, and other relevant support as needed. They can also help with administrating a community survey. The evaluation is expected to be completed by May 2025. The Board will be asked to approve the agreement with Dr. Soltero later on the agenda.

### **2025-26 Student Fee Recommendation**

Mr. Davis presented his recommendation for the 2025-26 student fee schedule. This year, after considering District needs and comparing area school fees, he recommends that the Board of Education hold the majority of fees constant. After analyzing the milk fee and comparing it to other districts, Mr. Davis recommends lowering the milk fee from \$105.00 to \$70.00 per year. The proposed fee schedule is as follows:

- K-8 Registration Fee - \$195.00 (\$20.00 late fee if paid on/after 7/25/25)
- Transportation Fee - \$495.00 (\$50.00 late fee if paid on/after 7/25/25)
- Early Childhood Blended Program Tuition - \$3,800.00 (This fee will be waived if NSSD 112 continues to receive the Preschool For All Grant)
- Milk Fee - \$70.00

In accordance with Board Policy 4:140, fee waivers will continue to be available to families that qualify. The Board will be asked to approve the fee schedule at the January 21, 2025, Regular Meeting.

### **Illinois Vision 2030 Blueprint & Draft Resolution**

Dr. Lubefeld discussed the Illinois Vision 2030 initiative and expressed his support. Vision 2030 is a collaborative initiative launched in October 2023 by various education organizations in Illinois, aimed at enhancing public education in the state. It builds upon the previous Vision 2020 framework, which led to significant legislative achievements, including the Evidence-Based Funding Formula and the Illinois Balanced Accountability Model. The impetus for Vision 2030 arose from the challenges posed by the COVID-19 pandemic, necessitating a new vision to better serve diverse learners, attract educators, and enhance student opportunities while ensuring long-term funding stability. The framework was developed through extensive engagement with over 1,000 stakeholders across Illinois, reflecting the priorities of educators and practitioners. Key priorities outlined in Vision 2030 include:

- Promoting Future-Driven Skills: Enhancing college and career exploration opportunities for students, integrating emerging technologies, and advocating for flexible certification pathways.
- Enhancing Student Safety and Well-Being: Ensuring safe learning environments and promoting mental health supports.
- Attracting and Retaining a Diverse Educator Pipeline: Implementing initiatives to inspire careers in education and restructuring licensure processes to address teacher shortages.
- Promoting Curriculum and Instructional Flexibility: Allowing local districts to innovate their educational programs to meet community needs.
- Predictable Funding: Protecting the integrity of the Evidence-Based Funding formula and advocating for equitable funding sources for capital and safety needs. Vision 2030 serves as a call to action for the Illinois General Assembly, the Governor, and all education stakeholders to work collaboratively toward building a brighter future for nearly 2 million school children in Illinois.

To show support and confirm the District's commitment to Vision 2030, Dr. Lubelfeld recommended the Board approve a Resolution of support at the Regular meeting on January 21, 2025.

### **First Reading Policy Updates**

The Policy Committee met on December 3, 2024, to review and discuss policy updates and periodic reviews recommended by the Illinois Association of School Boards. Based on the committee's recommendations, updates to the following policies were presented to the Board for a first reading: 2:105 Ethics and Gift Ban, 2:120 Board Member Development, 4:30 Revenue and Investments, 4:60 Purchases and Contracts, 4:170 Safety, 5:10 Equal Employment Opportunity and Minority Recruitment, 5:20 Workplace Harassment Prohibited, 5:90 Abused and Neglected Child Reporting, 5:125 Personal Technology and Social Media; Usage and Conduct, 5:230 Maintaining Student Discipline, 6:60 Curriculum Content, 6:135 Accelerated Placement Program, 6:270 Guidance and Counseling Program, 7:10 Equal Educational Opportunities, 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students, 7:160 Student Appearance, 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, 7:200 Suspension Procedures, 8:10 Connection with the Community. Mr. Brunk, the chair of the Policy Committee reported that the updates primarily stemmed from changes in laws impacting school governance. It was noted that beginning July 1, 2025, middle schools will be required to provide instruction on career exploration and plans are underway on how this requirement will be implemented as part of CAPE rotation and more information will be presented to the board in early spring. There were no concerns expressed by the Board with the policy updates. The Board will be asked to approve the policy updates at the January 21 Regular Board meeting.

### **Public Comments Related to Matters on the Agenda**

- Red Oak parents, Jaret Fishman, Katy Drucker, Lisa Edison, Cathy Curran, Diana Gran, Lacey Kornick, and Moises Nava offered comments supporting the Dual Language program, thanking the administration and board for engaging with Dual Language families and hiring the Dual Language consultant. A few also encouraged the administration to focus on expanding the dual language early childhood program.
- Levi Havdala, a student, spoke about the challenges he is facing with peers at school.
- David Ettlinger, a Red Oak parent, and his daughters Eleanor and Lillith spoke about what they enjoyed most about Red Oak School.
- Maria Barazza, a Red Oak parent, shared that the Red Oak PTO has organized evening events with dinner and childcare to provide equitable engagement for the Red Oak Spanish-speaking families. They see the importance for Spanish-speaking families to feel empowered and have an active role in their children's education and encouraged the District to expand outreach beyond email communications.
- Jenn Boiles, a Northwood parent, would like to see the scope of the Dual Language assessment expanded to determine if best practices are being used in the classrooms and what is needed to improve learning outcomes.

The Board utilizes a consent agenda for various routine action items, which allows the Board to approve items in a single motion unless the Board or the Superintendent requests otherwise.

Vice President Jenks asked for a motion to approve the consent agenda as follows:

- Regular Meeting Minutes - November 19, 2024
- Closed Session Minutes - November 19, 2024
- Personnel Recommendations
  - Appointments
    - Appointment of **Betsy Ramirez** as full-time (1.0) Nurse Clerk at Edgewood Middle School, effective December 9, 2024
  - Resignations/Retirements
    - Resignation of **Mary Tudor**, full-time (1.0) Paraprofessional at Edgewood Middle School, effective December 19, 2024
  - Extra Duty Stipends
    - **Jeff Gore** - Soccer at Northwood - Paid December 15
    - **Anne Murrow** - Scholastic Bowl at Edgewood - Paid December 15
    - **Stephanie Eriksen** - Lead Nurse - Paid December 15/May 15
    - **Kelly Eamon** - Tech Club at Edgewood - 30 hours (Paid by timesheet)
    - Withdrawal of **Glennah McMahon** - Track & Field at Northwood
- Bill List
- Treasurer's Report - November 2024
- Destruction of Closed Session Recordings from June 13, 2023

Mr. Brunk moved, and Mr. Jenks seconded the motion to approve the Consent Agenda as presented. Vice President Jenks requested a roll call vote:

AYES: Brunk, Butler, Itkin, Jenks, Kessler Lasko

NAYS: None

The motion passed.

### **Approve Dual Language Program Review/Evaluation Proposal**

Vice President Jenks asked for a motion to approve the proposal from Dr. Sonia Soltero to perform a review and evaluation of the district's Dual Language Program for \$18,000 as presented. Mr. Lasko moved and Vice President Jenks seconded the motion. Vice President Jenks requested a roll call vote:

AYES: Brunk, Butler, Itkin, Jenks, Kessler Lasko

NAYS: None

The motion passed.

### **Approve Bid Award - Lawn & Grounds Maintenance**

The Board was presented with the agreement with Flecks Landscaping for approval. As discussed in November, Flecks was determined to be the lowest bidder for lawn and ground maintenance. Vice President Jenks asked for a motion to approve the agreement with Flecks Landscaping, effective April 20, 2025, through December 31, 2027, at an annual cost of

\$9,749.00, as presented. Mr. Lasko moved and Ms. Butler seconded the motion. Vice President Jenks requested a roll call vote:

AYES: Brunk, Butler, Itkin, Jenks, Kessler Lasko

NAYS: None

The motion passed.

### **Approve Bid Award - Preconstruction Asbestos Abatement at Sherwood**

The Board was asked to approve the bid award contract for asbestos abatement at Sherwood to Husar Abatement Ltd. As was discussed in November, Construction at Sherwood is scheduled to begin in February and prior to starting, asbestos abatement is needed. After a public bid opening, Husar Abatement was determined to be the lowest responsible bidder. The abatement is estimated at \$122,000 including a contingency of \$10,000. Vice President Jenks asked for a motion to award asbestos abatement at Sherwood to Husar Abatement, Ltd, as presented. Mr. Itkin moved and Ms. Butler seconded the motion. Vice President Jenks requested a roll call vote:

AYES: Brunk, Butler, Itkin, Jenks, Kessler Lasko

NAYS: None

The motion passed.

### **Approve Trane HVAC Agreement - Sherwood**

The Board was presented with the proposal for the HVAC project at Sherwood that was discussed earlier on the agenda. Vice President Jenks asked for a motion to approve the Trane Turnkey Proposal for HVAC at Sherwood at a cost of \$4,876,519.00 pending final legal review of the agreement. Mr. Kessler moved and Ms. Butler seconded the motion. Vice President Jenks requested a roll call vote:

AYES: Brunk, Butler, Itkin, Jenks, Kessler Lasko

NAYS: None

The motion passed.

### **Approve 2024-25 International Service Learning Field Trip - Dominican Republic**

For the third year, the administration has partnered with Education First Tours to offer interested 8th-grade students a service learning trip to the Dominican Republic. The trip is scheduled for March 6-12, 2025, and 55 Northwood students and 11 Edgewood students have registered to participate. Chaperones will include two administrators and 10 teachers. The cost of the trip is \$3,759 per student and will be covered by the parents. Financial assistance will be available for those who qualify through generous donations made by the 112 Education Foundation, the Highland Park Community Foundation, Gilbane Building, Wight and Company and many others. This bicultural real-world, hands-on experience will immerse students in the Dominican culture while using their Spanish language skills. It was noted that vendor donations may not be sufficient enough to sustain future trip opportunities and alternative funding sources should

sought. Vice President Jenks asked for a motion to approve the 2025 international field trip to the Dominican Republic as presented. Mr. Jenks moved and Mr. Lasko seconded the motion. Vice President Jenks requested a roll call vote:

AYES: Brunk, Butler, Itkin, Jenks, Kessler Lasko

NAYS: None

The motion passed.

### **Approve 2025-2027 Administrator Contract Renewal - Asst. Supt. for Student Services**

The Board was presented with the two-year contract renewal for Dr. Holly Colin, as Assistant Superintendent for Student Services. Dr. Lubefeld and members of the Board praised her hard work and dedication to her role over the past six years. Vice President Jenks asked for a motion to approve the employment contract renewal for Dr. Holly Colin effective July 1, 2025 through June 30, 2027, as presented. Mr. Jenks moved and Ms. Itkin seconded the motion. Vice President Jenks requested a roll call vote:

AYES: Brunk, Butler, Itkin, Jenks, Kessler Lasko

NAYS: None

The motion passed.

### **Public Comments**

None

### **Committee Reports**

- **City of Highland Park Human Relations Advisory** - Ms. Butler reported that the annual Highland Park Day of Service honoring Dr. Martin Luther King has been rescheduled to February 7 to avoid conflicting with the U.S. Presidential Inauguration. Nominations are being accepted for the annual Character Counts awards.
- **Policy Committee** - Mr. Brunk noted that the Policy Committee met on December 3 to review policy updates that were presented to the Board for review earlier on the agenda.
- **Joint Annual Conference** - Mr. Brunk mentioned that the majority of the board and Cabinet attended the Joint Annual Conference in November. He felt it was a valuable opportunity to learn and hear from other districts from around the state. Mr. Brunk also acknowledged that Dr. Lubefeld was the third general session keynote speaker on Sunday at the conference with Dr. Nick Polyak.
- **112 Education Foundation** - Ms. Itkin thanked the many people who contributed to the success of the Robot Revolution event. The annual iRead program will kick off on January 25. To support the Foundation's annual fundraising campaign, families were encouraged to donate to the Foundation as part of their end-of-the-year giving tradition.

### **Board/Superintendent Other**

- Dr. Lubefeld reported the recent requests the District received under the Freedom of Information Act.

- On November 19, 2024, Anna Etlinger requested information on a Dual Language consultant. The District responded with an extension notice on November 26, 2024, and with a final response on December 5, 2024.
- On November 25, 2024, Anthony Wallk requested information on the bids for the Sherwood renovation project. The District responded on December 2, 2024.
- On December 4, 2024, Anthony Wallk requested information on the “cast-in-place concrete” bid for the Sherwood renovation project. The District responded on December 5, 2024.

**Adjourn to Closed Session**

Vice President Jenks announced the Board would adjourn to closed session to discuss:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. 5ILCS 120/2 (c)(1)
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.
- 5 ILCS 120/2(c)(11)

Mr. Brunk moved and Ms. Butler seconded the motion.

The Board adjourned to closed session at 10:45 p.m.

The Board reconvened to open session at 12:12 a.m.

**Adjournment**

Vice President Jenks asked for a motion to adjourn the regular meeting. Ms. Butler moved, and Mr. Jenks seconded the motion to adjourn. The motion was approved by voice vote (6-0).

The meeting adjourned at 12:12 a.m.

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Lisa Hirsh, President

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Melissa Itkin, Secretary

Date of Approval: January 21, 2025



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# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
 To: Dr. Michael Lubelfeld, Superintendent of Schools  
 Members of the Board of Education  
 From: Michael Rodrigo, Director of Personnel Services  
 Subject: Personnel Recommendations  
 Policy Alignment: Policy 5:30 Hiring Process and Criteria

### ADMINISTRATIVE RESIGNATION

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Lilli Melamed	1.0	Principal	OT	6/30/2025

### CLASSIFIED STAFF RESIGNATION

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Tamara Jacobsen	1.0	Paraprofessional	WT*	12/19/2024

### CERTIFIED STAFF UNPAID LEAVE OF ABSENCE

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Hayley Levitan	1.0	Psychologist	WT	2025-2026

### EXTRA DUTY STIPENDS

<u>NAME</u>	<u>HOURS</u>	<u>ACTIVITY</u>	<u>SCHOOL</u>
Arielle Feinberg	55	Epic Week	EW
Jenna Bauer	55	Epic Week	EW
Molly Bayless	10	Chorus	BR

### EXEMPT PERSONNEL TRANSFER

<u>NAME</u>	<u>OLD POSITION</u>	<u>OLD HRS</u>	<u>OLD BLDG</u>	<u>OLD MOS</u>	<u>NEW POSITION</u>	<u>NEW HRS.</u>	<u>NEW BLDG</u>	<u>NEW MOS</u>	<u>EFFECTIVE DATE</u>
Maria Salgado	Benefits Coordinator	8	DO	12	Executive Assistant to Personnel	8	DO	12	1/21/2025*

\*Denotes changes after original memo posting.

Recommendation: Roll call vote to approve the Personnel Report, as presented.

Board of Education  
North Shore School District 112  
Highwood, Illinois

January 21, 2025

To the Board of Education:

We present for your approval for payment the following vendor disbursements:

EDUCATION FUND:	\$	2,275,123.88
FOOD SERVICE:	\$	35,070.14
OPERATIONS & MAINTENANCE:	\$	445,166.63
SECURITY 2022 REF:	\$	12,600.00
INDIAN TRAIL 2022 REF:	\$	494,914.13
RAVINIA 2022 REF:	\$	1,737,466.05
BRAESIDE 2022 REF:	\$	62,054.64
SHERWOOD 2022 REF:	\$	94,520.25
ACTIVITY FUND:	\$	2,241.20
TOTAL	\$	5,159,156.92

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031058	AAA LOCK & KEY***	01/21/2025	583733	PUSH PADDLE FOR VITI BUILDING. OKAY TO PAY.	2202500646	143.00	13,691.50
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		143.00	
			583738	AAA LOCK & KEY SERVICES FOR FY25	2202500107	56.50	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		56.50	
			583739	***QUOTE*** AUTOMATIC DOOR OPENERS FOR WHEELCHAIR-BOUND PERSONS.	2202500635	13,492.00	
20E110	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		13,492.00	
1031059	ABM BUILDING VALUE	01/21/2025	10000140455	MONTHLY CUSTODIAL SERVICES FOR DISTRICT WIDE SS ON JANUARY 2025 OK TO PAY	2202500698	165,653.29	165,653.29
20E200	2540 3000 41 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		165,653.29	
1031060	ACCESS ONE	01/21/2025	6653998	MANAGED IT SERVICES AND COMMUNICATIONS PROVIDER. OKAY TO PAY,	2202500727	2,205.31	2,205.31
20E010	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		153.17	
20E020	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		395.67	
20E030	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		274.25	
20E040	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		217.43	
20E060	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		174.25	
20E070	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		174.25	
20E080	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PH		153.17	
20E090	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PH		174.25	
20E100	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		153.17	
20E110	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		168.25	
20E120	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		167.45	
1031061	ACCURATE BIOMETRICS	01/21/2025	388112412	CRIMINAL BACKGROUND CHECK/SCHROEDER	2002500058	550.00	550.00
10E200	2642 3102 38 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/CRIMINAL BACKGRO		550.00	
1031062	Vendor Continued Void	01/21/2025					0.00
1031063	Vendor Continued Void	01/21/2025					0.00
1031064	Vendor Continued Void	01/21/2025					0.00
1031065	Vendor Continued Void	01/21/2025					0.00
1031066	Vendor Continued Void	01/21/2025					0.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031067	Vendor Continued Void	01/21/2025					0.00
1031068	Vendor Continued Void	01/21/2025					0.00
1031069	Vendor Continued Void	01/21/2025					0.00
1031070	Vendor Continued Void	01/21/2025					0.00
1031071	Vendor Continued Void	01/21/2025					0.00
1031072	Vendor Continued Void	01/21/2025					0.00
1031073	Vendor Continued Void	01/21/2025					0.00
1031074	Vendor Continued Void	01/21/2025					0.00
1031075	Vendor Continued Void	01/21/2025					0.00
1031076	Vendor Continued Void	01/21/2025					0.00
1031077	Vendor Continued Void	01/21/2025					0.00
1031078	Vendor Continued Void	01/21/2025					0.00
1031079	Vendor Continued Void	01/21/2025					0.00
1031080	AMAZON	01/21/2025	1117-TJR4-G19Y	Order for Gym	402500071	39.99	9,943.43
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			39.99	
			11DR-YNHX-4DJY	Order for Claire	402500076	67.62	
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			67.62	
			11NF-WG74-HVDL	2024-2025 - SUPPLIES AND MATERIALS - PD	2102500287	31.67	
10E200	2210 4000 35 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			31.67	
			11VH-WR6T-LPJM	ITEMS NEEDED FOR PE DEPARTMENT/SR/NW	602500175	229.60	
10E060	1100 4000 53 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			229.60	
			137K-37XQ-43HC	Order for Lagone	402500079	12.48	
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			12.48	
			139V-1WF9-LCND	Order for Candela	402500078	100.38	
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			100.38	
			139V-1WF9-V3TM	8TH GRADE ELA TEAM SUPPLIES/EW	202500098	79.99	
10E020	1100 4000 50 000000		EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M			79.99	
			13JP-M61P-1W6C	2024-2025 - SUPPLIES AND MATERIALS - CMA	2102500277	21.99	
10E200	2210 4000 55 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			21.99	
			13W3-GP9G-CXTW	laneyards for bathroom passes	402500068	16.94	
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			16.94	
			13WT-J1TG-PRL9	2024-2025 - SUPPLIES AND	2102500273	411.80	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	1100 4000 50 192004			MATERIALS - FOUNDATION GRANT EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		411.80	
			143N-HMGG-1DN4	SUPPLY NEEDED FOR WRESTLING/AD/NW	602500174	38.19	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		38.19	
			143N-HMGG-96VH	OFFICE SUPPLIES FOR OPERATIONS BUILDING	2202500650	73.27	
20E150	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/O&M Admin Building/OPER.		73.27	
			14VY-XD1L-F9YQ	2024-2025 - SUPPLIES AND	2102500299	71.16	
10E200	2210 4000 56 000000			MATERIALS - STEM EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		71.16	
			16M9-FHGP-4CHQ	GENERAL SUPPLIES-KAPTAN	1202500033	229.03	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		229.03	
			16QN-7YQP-4MPC	Order for Office	402500070	472.36	
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		472.36	
			1749-M63C-K1YT	2024-2025 - SUPPLIES AND	2102500273	70.00	
				MATERIALS - FOUNDATION GRANT			
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		70.00	
			17K3-XKQ7-GTDP	TITLE I SUPPLIES - BACKPACKS	2122500279	28.99	
10E200	2900 4000 50 430000			EDUCATION FUND/DISTRICT WIDE/OTHER SUPPORT SERVICES/SUP		28.99	
			17K7-YMTW-FN9W	GENERAL SUPPLIES/DUBOIS	2002500035	8.62	
10E200	2642 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/SUPPLIES AND MAT		8.62	
			17KY-GYF7-KFQJ	Order for Office	402500074	210.97	
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		210.97	
			17PP-HK9M-N6WC	TITLE I SUPPLIES - BACKPACKS	2122500279	23.27	
10E200	2900 4000 50 430000			EDUCATION FUND/DISTRICT WIDE/OTHER SUPPORT SERVICES/SUP		23.27	
			17Q9-7CDX-N3ML	MEETINGS/OT	702500117	185.02	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		185.02	
			193W-HFDJ-3V3N	office supplies	102500063	71.55	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E010	1100 4000 50 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		71.55	
			1997-9PXC-3XPN	2024-2025 - SUPPLIES AND MATERIALS - CMA	2102500272	5.99	
10E200	2210 4000 55 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		5.99	
			19L3-QHHM-Q9VY	Order for Luthardt	402500067	49.99	
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		49.99	
			19N7-TRM4-HLFN	2024-2025 - SUPPLIES AND MATERIALS - PD	2102500275	49.60	
10E200	2210 4000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		49.60	
			19X1-FQ1X-H63M	office supplies	102500061	56.99	
10E010	1100 4000 50 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		56.99	
			19XX-Q73P-DVTM	STUDENT SERVICES SUPPLIES	2122500313	21.77	
10E200	2190 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/SUPPLIES		21.77	
			19XX-Q73P-H1PH	2024-2025 - SUPPLIES AND MATERIALS - SCIENCE	2102500303	10.28	
10E200	2210 4000 57 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		10.28	
			1C19-QK7R-DJJL	GENERAL SUPPLIES/DUBOIS	2002500035	139.95	
10E200	2642 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/SUPPLIES AND MAT		139.95	
			1D47-Q3PX-4JKX	2024-2025 - SUPPLIES AND MATERIALS - STEM	2102500269	18.99	
10E200	2210 4000 56 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		18.99	
			1DTG-VX9H-6RNY	2024-2025 - SUPPLIES AND MATERIALS - SCIENCE	2102500267	250.69	
10E200	2210 4000 57 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		250.69	
			1DTT-CPJ7-H7VF	ANOTHER WRESTLING SINGLET NEEDED FOR TEAM/NM/NW	602500169	18.49	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		18.49	
			1F4W-9WN6-9NQH	Order for Tiger	402500066	24.65	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E040	1100 4000 50 000000			Patrol EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		24.65	
			1F76-FYJ9-QQ63	MORE SINGLETs FOR WRESTLING/AD/NW	602500173	55.47	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		55.47	
			1FMH-QFWM-QWC3	SINGLETs NEEDED FOR WRESTLING TEAM/AD/NW	602500156	258.86	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		258.86	
			1FMQ-319G-J63R	OFFICE/OT	702500123	83.96	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		83.96	
			1FYV-9RCV-KQHT	SUPPLIES	5552500181	76.66	
10E200	2220 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		23.99	
10E200	2220 4000 65 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		52.67	
			1GMC-W9L4-36T6	CHAIN CONNECTORS	2202500624	55.96	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		55.96	
			1GWQ-46K9-MKYX	ORDER FOR GENERAL SUPPLIES	2502500182	199.46	
10E200	2520 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A		199.46	
			1HDL-9DV3-WK9D	STAFF GENERAL SUPPLIES/EW	202500102	131.91	
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		131.91	
			1HW3-6T1Q-VM6J	OFFICE SUPPLIES FOR OPERATIONS.	2202500719	65.36	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		65.36	
			1J1N-ML1N-1XNF	REPLENISH ITEMS NEEDED BY SCHOOL NURSE/AF/NW	602500177	71.03	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		71.03	
			1J4V-H4MJ-36NJ	2024-2025 - SUPPLIES AND MATERIALS - PD	2102500286	31.14	
10E200	2210 4000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		31.14	
			1J4V-H4MJ-LQPR	2024-2025 - SUPPLIES AND MATERIALS - FOUNDATION GRANT	2102500292	33.20	
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		33.20	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E040	1100 4000 50 000000		1J9R-FV3F-GTX3	Order for Stancin	402500077	168.05	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			168.05	
10E200	2642 4000 50 000000		1JNJ-XJ76-41NL	GENERAL	2002500051	217.69	
			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/SUPPLIES AND MAT	SUPPLIES/DUBOIS		217.69	
10E200	2310 4000 50 000000		1JPH-VC9W-DHKJ	BOOK/COFFEE	2302500078	50.54	
			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./SUPPLIES AND			50.54	
10E070	1100 4000 50 000000		1JPY-YTTW-G1QR	SUPPLIES/OT	702500120	4.99	
			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN			4.99	
10E120	1125 4000 50 000000		1K6X-3PNF-1RFL	GENERAL	1202500035	526.15	
			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A	SUPPLIES-EC AND DL		526.15	
10E010	1100 4000 50 000000		1KP7-HPWV-DH9H	classroom	102500057	53.98	
			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M	supplies		53.98	
10E200	2210 4000 55 000000		1KPC-F34Q-4G1R	2024-2025 -	2102500268	123.77	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN	SUPPLIES AND MATERIALS - CMA		123.77	
10E200	2210 4000 35 000000		1KQ6-FFC6-QXKW	2024-2025 -	2102500296	110.86	
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN	SUPPLIES AND MATERIALS - PD		110.86	
10E200	1200 4000 50 000000		1KT9-CN4F-FT3K	SPECIAL ED	2122500310	28.99	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M	SUPPLIES		28.99	
10E060	1100 4000 50 000000		1KVX-9D3Y-3GD4	CLASSROOM SUPPLY	602500154	14.60	
			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND	ORDER FOR MOORE PART 2/SM/NW		14.60	
10E040	1100 4000 50 000000		1KX4-K996-9F6R	Order for 5th	402500065	29.89	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A	Grade		29.89	
10E200	1200 4000 50 000000		1KYK-3D3D-74V7	SPECIAL ED	2122500277	71.95	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M	SUPPLIES - OT SUPPLIES		71.95	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E070	1100 4000 50 000000		1M7R-7PLJ-F6J3	SUPPLIES/OT	702500116	102.68	
			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN			102.68	
10E070	1100 4000 52 000000		1MCM-JX1Y-D4LR	ART SUPPLIES/OT	702500065	34.85	
			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN			34.85	
10E200	2320 4000 50 000000		1MPQ-743X-PJHC	OFFICE SUPPLIES	2302500071	17.03	
			EDUCATION FUND/DISTRICT WIDE/EXEC. ADMIN./SUPPLIES AND			17.03	
10E040	1100 4000 50 000000		1MPR-LLV4-WNM9	Order for Candela	402500078	42.45	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			42.45	
10E080	1100 4000 50 000000		1MWP-49WC-KW1N	AMAZON/OFFICE/RA	802500048	49.34	
			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA			49.34	
10E090	1100 4000 50 000000		1N1H-MYHX-1HWV	BOX DAY SCHOOL SUPPLIES	902500077	16.18	
			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA			16.18	
10E020	1100 4000 50 000000		1N7P-TL3Y-JC7P	ENGLISH PAPERBACK BOOKS 6TH GRADE/EW	202500100	62.10	
			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M			62.10	
10E040	1100 4000 50 000000		1NFM-9FD4-PPVY	Order for 2nd Grade	402500064	388.04	
			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			388.04	
10E060	1100 4000 50 000000		1PCL-F6J4-M1QV	REPLACING HEADPHONES FOR STUDENT/WK/NW	602500183	48.99	
			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			48.99	
10E020	1100 4000 50 000000		1PRJ-JKK3-FTWM	ENGLISH DEPARTMENT 6TH GRADE SUPPLIES/EW	202500093	113.04	
			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M			113.04	
10E200	2520 4000 50 000000		1Q61-ND46-VWQ6	ORDER FOR GENERAL SUPPLIES	2502500197	57.20	
			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A			57.20	
10E200	1200 4000 50 000000		1QJY-K69L-WD6Y	SPECIAL ED SUPPLIES - OT SUPPLIES	2122500277	98.51	
			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			98.51	
			1QKC-4C9L-Y17F	ITEMS NEEDED FOR THE GARDEN CLUB/WK/NW	602500155	71.38	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		71.38	
			1R4J-QFGR-V3P9	PROFESSIONAL DEVELOPMENT BOOK	2302500077	29.95	
10E200	2320 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/EXEC. ADMIN./PURCHASED SER		29.95	
			1R4N-PWMK-39FL	2024-2025 - SUPPLIES AND MATERIALS - PD	2102500287	68.88	
10E200	2210 4000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		68.88	
			1RR1-PY6T-6QWM	SPECIAL ED SUPPLIES - OT SUPPLIES	2122500277	8.99	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		8.99	
			1RRQ-KC79-47W3	SPECIAL ED SUPPLIES - HEADPHONES / SPLITTERS FOR AUDITORY TRAINING - R.W.	2122500234	36.09	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		36.09	
			1RVW-JGKQ-4T6H	BOX DAY SCHOOL SUPPLIES	902500077	86.00	
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		86.00	
			1RWW-6YWY-CYL3	TITLE I - HOMELESS SUPPLIES	2122500305	258.23	
10E200	2900 4000 50 430000			EDUCATION FUND/DISTRICT WIDE/OTHER SUPPORT SERVICES/SUP		258.23	
			1RWW-6YWY-LQV4	HUSKY UNIVERSITY ORDER FOR NATHAN/JN/NW	602500182	63.62	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		63.62	
			1T7X-PQWL-7KLM	AMAZON/STAFF REPLENISH/RA	802500046	142.84	
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		142.84	
			1TLK-JVX7-D97P	AMAZON/PREVO NURSE OFFICE/RA	802500044	118.98	
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		118.98	
			1TLK-JVX7-XQK7	GENERAL SUPPLIES-KAPTAN, GARCIA OT	1202500034	270.47	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		270.47	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1TPG-7DKT-93TX	Tape for Label Maker	402500069	15.67	
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			15.67	
			1TQR-YYCM-L1V7	CLASSROOM SUPPLY ORDER FOR CHO/PC/NW	602500181	14.99	
10E060	1100 4000 50 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			14.99	
			1V3C-9XWJ-HP6K	teacher classroom supplies	102500060	39.72	
10E010	1100 4000 50 000000		EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M			39.72	
			1V6N-4W4G-3TT9	GENERAL SUPPLIES- DL TEAM	1202500036	143.39	
10E120	1125 4000 50 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			143.39	
			1V6N-4W4G-JHP1	AMAZON/STAFF/RA	802500051	64.80	
10E080	1100 4000 50 000000		EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA			64.80	
			1VDC-31KC-WHF4	2024-2025 - SUPPLIES AND MATERIALS - SCIENCE	2102500293	50.97	
10E200	2210 4000 57 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			50.97	
			1VPP-F4TN-16MT	2024-2025 - SUPPLIES AND MATERIALS - MATH	2102500276	31.74	
10E200	2210 4000 56 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			31.74	
			1VTC-3R1C-6GKL	ITEMS NEEDED FOR THE GARDEN CLUB/WK/NW	602500155	17.42	
10E060	1100 4000 50 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			17.42	
			1W6W-YR6V-H3YG	teacher classroom supplies	102500059	309.70	
10E010	1100 4000 50 000000		EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M			309.70	
			1WCT-QJMN-17LT	COFFEE/SNACK/SUPPL IES	2302500065	248.12	
10E200	2630 3000 38 000000		EDUCATION FUND/DISTRICT WIDE/INFORMATION SERVICES/PURCH			248.12	
			1WFK-Q771-F9MX	Order for Goldstein	402500080	26.38	
10E040	1100 4000 50 000000		EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A			26.38	
			1WH3-KF49-P7Y1	SPECIAL ED SUPPLIES -	2122500286	79.96	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				ASSISTIVE TECH			
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		65.98	
10E200	2190 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/SUPPLIES		13.98	
			1WK6-4GNM-3N1V	OPERATIONS	2202500619	557.77	
				SUPPLIES NEED IT: SANITIZER REFILL FOR DISTRICT WIDE, COFFEE, CHARGER, COFFEE CUP. OK TO PAY			
20E200	2540 4000 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		557.77	
			1XC9-HH3L-QNCX	INSTRUCTIONAL	902500079	167.97	
				CLASSROOM SUPPLIES			
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		167.97	
			1XJ1-FP3X-PVPC	Easel for	402500081	129.99	
				Mendelson			
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		129.99	
			1XLC-1K1X-6TRQ	HEALTH OFFICE	202500097	92.27	
				SUPPLIES/EW			
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		92.27	
			1YP7-LDMT-3T9T	ITEMS NEEDED FOR	602500176	159.98	
				MUSIC TEACHER GARAGE BAND/AH/NW			
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		159.98	
1031081	AMERICAN BACKFLOW PREVENTION,	01/21/2025	3621	***QUOTE**	2202500639	775.00	1,550.00
				BACKFLOW EQUIPMENT DEFICIENCY CORRECTION PROPOSAL.			
20E120	2540 3208 31 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		775.00	
			36217	***QUOTE**	2202500639	775.00	
				BACKFLOW EQUIPMENT DEFICIENCY CORRECTION PROPOSAL.			
20E120	2540 3208 31 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		775.00	
1031082	ANDY FRAIN SERVICES, INC.	01/21/2025	368549	CROSSING GUARD	2202500657	17,650.60	17,650.60
				AND SUPERVISOR FOR NOVEMBER			

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20E200 2540 3000 38 000000				2024. OKAY TO PAY. OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		17,650.60	
1031083	ANTHONY ROOFING, LTD.	01/21/2025	S69007953	***VERBAL QUOTE*** ROOF REPAIR AT WAYNE THOMAS.	2202500605	987.50	987.50
20E110 2540 3209 31 000000				OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		987.50	
1031084	APPLE, INC.	01/21/2025	MB47307003	SUPPLIES, OTHER	5552500167	1,490.00	1,815.00
10E200 2220 4000 65 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		1,490.00	
			MB48372964	STUDENT SERVICES SUPPLIES	5552500179	325.00	
10E200 1200 4000 50 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		325.00	
1031085	APPLE FINANCIAL SERVICES	01/21/2025	5054826	iPAD REFRESH FALL 2024	5552500056	926,508.16	926,508.16
10E200 2220 5000 90 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		926,508.16	
1031086	ASSURED HEALTHCARE STAFFING***	01/21/2025	21558	HEALTH SERVICES PURCHASED SERVICES - SUB NURSES - INVOICE #21558 - DEC 2024	2122500273	2,364.39	4,571.16
10E200 2130 3000 19 000000				EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		2,364.39	
			21591	HEALTH SERVICES PURCH SERVICES - SUB NURSES	2122500285	677.79	
10E200 2130 3000 19 000000				EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		677.79	
			21662	HEALTH SERVICES PURCHASED SERVICES - SUB NURSES - INVOICE #21662 - JANUARY 2025	2122500322	1,528.98	
10E200 2130 3000 19 000000				EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		1,528.98	
1031087	AZTEC FENCE COMPANY, INC.	01/21/2025	22646	***QUOTE*** REPAIR WROUGHT IRON GATES AT OAK TERRACE.	2202500621	1,900.00	5,500.00
20E070 2540 3283 89 000000				OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		1,900.00	
			22647	***QUOTE*** REPAIR OF 4' HIGH GALVANIZED CHAIN	2202500622	3,600.00	

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20E030	2540 3283 89 000000			LINK FENCE. OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		3,600.00	
1031088	B & F CONSTRUCTION CODE SERVIC	01/21/2025	20238	MECHANICAL, BUILDING AND ELECTRICAL INSPECTIONS AT INDIAN TRAIL. OKAY TO PAY.	2202500654	650.00	650.00
63E200	2540 5000 95 000000			INDIAN TRAIL 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAIN		650.00	
1031089	BAKER TILLY US, LLP	01/21/2025	BT3029206	BILLING FOR IRA INVESTMENT TAX CREDIT CONSULTING SERVICES RELATED TO GEOTHERMAL PROJECT	2502500202	6,675.00	6,675.00
20E200	2540 5000 95 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		6,675.00	
1031090	BANNER PLUMBING SUPPLY CO, INC	01/21/2025	3105745	BANNER PLUMBING SERVICE FY25	2202500108	853.49	14,521.28
20E200	2540 4208 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		853.49	
			3106784	BANNER PLUMBING SERVICE FY25	2202500108	1,480.49	
20E200	2540 4208 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,480.49	
			3107434	BANNER PLUMBING SERVICE FY25	2202500108	823.49	
20E200	2540 4208 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		823.49	
			3112476	BANNER PLUMBING SERVICE FY25	2202500108	175.20	
20E200	2540 4208 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		175.20	
			3114119	BANNER PLUMBING SERVICE FY25	2202500108	11,188.61	
20E200	2540 4208 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		11,188.61	
1031091	NICOLE BARBA	01/21/2025	01132024	TIP MONEY NEEDED FOR STAFF MEMBERS GOING ON THE DR TRIP WITH STUDENTS/NB/NW	602500190	1,400.00	1,400.00
10E060	1100 3000 30 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		1,400.00	
1031092	BILLY'S GARAGE INC.	01/21/2025	22706	VEHICLE REPAIRS AND OIL CHANGE TO DISTRICT VEHICLES. OKAY TO	2202500625	619.13	2,268.74

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20E200	2540 4213 50 000000			PAY. OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		619.13	
			22712	VEHICLE REPAIRS AND OIL CHANGE TO DISTRICT VEHICLES. OKAY TO PAY.	2202500625	44.89	
20E200	2540 4213 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		44.89	
			22878	***QUOTE** VEHICLE REPAIRS FOR DISTRICT VEHICLE	2202500703	1,604.72	
20E200	2540 3213 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,604.72	
1031093	BLUEPATH SOLAR NORTH SHORE LLC	01/21/2025	NORTH SHORE - 36	NSSD 112 SOLAR PRODUCTION FROM 12/1/24 - 12/31/24. 7,498 KWH. OKAY TO PAY.	2202500691	568.27	568.27
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		568.27	
1031094	MARTIN BROOKS	01/21/2025	NSSD11212312024	EXECUTIVE COACHING SERVICES - AUG-DEC. 2024	2302500075	7,500.00	7,500.00
10E200	2310 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		7,500.00	
1031095	BURRIS EQUIPMENT CO	01/21/2025	RC1029294-1	BLANKET REQUISITION/PURCHAS E ORDER FOR EQUIPMENT REPAIR, RENTAL EQUIPMENT AND MISCELLANEOUS PARTS FY24; OK TO PAY	2202500096	350.00	350.00
20E200	2540 3213 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		350.00	
1031096	CANDOR HEALTH EDUCATION	01/21/2025	2025950	2024-2025 - PURCHASED SERVICES - HEALTH	2102500270	990.00	990.00
10E200	2210 3000 85 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		990.00	
1031097	CARDIO PARTNERS	01/21/2025	INV3532156	HEALTH SERVICES CAPITAL OUTLAY - AED UNIT FOR EDGEWOOD - PER QUOTE #Q1080688	2122500249	1,841.84	1,841.84
10E200	2130 5000 90 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/CAPITAL OU		1,841.84	

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1031098	CENTER FOR PSYCHOLOGICAL SERVI	01/21/2025	00002940	SPECIAL ED PURCHASED SERVICES - IEP MEETING ATTENDANCE - O.H.	2122500284	700.00	2,562.00
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		700.00	
			00002956	PSYCH PURCHASED SERVICES - JANUARY 2024 - INVOICE #00002956	2122500311	1,862.00	
10E200	2140 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER		1,862.00	
1031099	CHICAGO KILN SERVICE	01/21/2025	8699	MAINTENANCE/OT	702500127	407.50	407.50
10E070	1100 3000 38 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/PURCHASED S		407.50	
1031100	CITY OF HIGHLAND PARK	01/21/2025	003179014769010325	WATER AND SEWER MONTHLY BILL FOR THE FOLLOWING SCHOLS: BRAE,EW,EP,GB,RAV, IT SS FROM 10/1/245 TO 12/31/24 OK TO PAY	2202500728	7,403.24	9,018.16
20E010	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		1,140.10	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		2,164.71	
20E030	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		1,456.22	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		753.65	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		419.02	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		1,469.54	
			035692092561010425	WATER & SEWER MONTHLY BILLING FOR : OPS,EP,IT,LAND SS FROM 10/1/24 TO 12/31/24 OK TO PAY	2202500734	1,614.92	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		27.30	
20E030	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		819.70	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		599.14	
20E150	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/O&M Admin Building/OPER.		168.78	
1031101	CLEAR LP .com	01/21/2025	74462	***QUOTE*** ADDITIONAL CLOCKS AND RELATED MATERIALS FOR EDGEWOOD.	2202500637	1,277.54	1,277.54
20E020	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./S		1,277.54	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031102	COMMONWEALTH EDISON	01/21/2025	61541300001062025	ELECTRIC SERVICE AT VITI BUILDING. OKAY TO PAY.	2202500732	230.25	658.88
20E130	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/VITI BUILDING/OPER. & MAI		230.25	
			65523312201022025	ELECTRIC SERVICE AT BG WAREHOUSE. OKAY TO PAY.	2202500723	428.63	
20E140	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/WAREHOUSE-BUFFALO GROVE/O		428.63	
1031103	COMPASS HEALTH CENTER	01/21/2025	1159038	STUDENT SERVICES PURCHASED SERVICES - HOSPITAL TUTORING - OCT/NOV 2024 - INVOICE #1159038	2122500320	735.00	735.00
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		735.00	
1031104	COMPUTER INFORMATION CONCEPTS	01/21/2025	PSI39593	STUDENT INFORMATION SYSTEM (SIS) SOFTWARE/SITE LICENSE	5552500185	79,261.00	79,261.00
10E200	2220 3000 80 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		79,261.00	
1031105	CONNECTION'S ACADEMY EAST	01/21/2025	14056	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICE #14056	2122500299	5,192.40	5,817.40
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		5,192.40	
			14112	SPECIAL ED PURCHASED SERVICES - O/T EVALUATION - DECEMBER 2024 - INVOICE #14112	2122500287	625.00	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		625.00	
1031106	CONNECTIONS DAY SCHOOL SOUTH C	01/21/2025	32908	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICE #32908 - YPG	2122500301	4,653.60	4,653.60
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		4,653.60	
1031107	CONSERV FS, INC.	01/21/2025	65185799	12 PALLETS OF SIZZLE PRO ICE MELTER FOR ALL SCHOOLS OK TO	2202500662	5,525.83	5,525.83

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				PAY			
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		5,525.83	
1031108	Vendor Continued Void	01/21/2025					0.00
1031109	CONNECTIONS DAY SCHOOL	01/21/2025	37387	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICES #37387, 37388, 37389, 37390	2122500298	5,155.05	21,670.20
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		5,155.05	
			37388	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICES #37387, 37388, 37389, 37390	2122500298	5,155.05	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		5,155.05	
			37389	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICES #37387, 37388, 37389, 37390	2122500298	5,155.05	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		5,155.05	
			37390	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICES #37387, 37388, 37389, 37390	2122500298	5,155.05	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		5,155.05	
			37483	PSYCHOLOGISTS - OTHER PURCHASED SERVICES - OUTSIDE EVAL - JANUARY 2025 - D.P. - INVOICE #37483	2122500315	1,050.00	
10E200	2140 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER		1,050.00	
1031110	THE COVE SCHOOL	01/21/2025	SD112-1224	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICE #SD112-1224	2122500303	9,241.50	9,241.50

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10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		9,241.50	
1031111	CURRICULUM ASSOCIATES, LLC	01/21/2025	90859694	SPECIAL ED PROF DEVELOPMENT - IREADY TRAINING GR 6-8 - PER QUOTE #377174.1	2122500156	2,200.00	2,200.00
10E200	1200 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		2,200.00	
1031112	Deerfield & Libertyville Music	01/21/2025	1702097	WT / Instrument Repair/Needs	1102500047	107.98	107.98
10E110	1100 3000 31 100031			EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/PURCHASED		107.98	
1031113	DEFRANCO PLUMBING INC	01/21/2025	36562	CLEAR OBSTRUCTED SEWER LINE IN THE TEACHER'S LOUNGE FIRST FLOOR SOUTH AT RED OAK SCHOOL. WORK COMPLETED. NO INVOICE YET.	2202500258	425.78	425.78
20E090	2540 3208 31 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PL		425.78	
1031114	COLIN DROZDOFF	01/21/2025	12022024	2024-2025 - SUPPLIES AND MATERIALS - MUSIC	2102500271	75.00	75.00
10E200	2210 4000 62 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		75.00	
1031115	EATING RECOVERY CENTER	01/21/2025	3173	STUDENT SERVICES PURCHASED SERVICES - HOSPITAL TUTORING - INVOICE #3173 - NOV 2024 - N.H.	2122500275	420.00	1,225.00
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		420.00	
			3175	STUDENT SERVICES PURCHASED SERVICES - INVOICE #3175 - OCT / NOV 2024	2122500283	805.00	
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		805.00	
1031116	ECRA GROUP INC	01/21/2025	11386	2024-25 Collaborative AI Development- invoice #11386. 12/10/24	2302500069	10,000.00	10,000.00
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		10,000.00	

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1031117	ECS MIDWEST LLC	01/21/2025	2013891	ENGINEERING SERVICES FOR RAVINIA. WEEKS ENDING 11/9/24, 11/16/24, 11/23/24. OKAY TO PAY.	2202500676	1,642.25	3,079.75
64E200	2540 5000 95 000000		RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN			1,642.25	
			2021863	ENGINEERING SERVICES FOR RAVINIA, WEEK ENDING 12/7/2024. OKAY TO PAY.	2202500725	1,437.50	
64E200	2540 5000 95 000000		RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN			1,437.50	
1031118	EF EDUCATIONAL TOURS	01/21/2025	NORTHWOODFY25	PAYMENT NEEDED FOR DOM REPUBLIC 2025/WK/NW	602500171	11,079.06	11,079.06
10E060	1100 3000 30 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER			6,531.05	
10E200	1100 4000 50 192006		EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES			4,548.01	
1031119	eSpecial Needs	01/21/2025	INV-343541	SPECIAL ED SUPPLIES - OT/PT - STEP STOOLS FOR CLASSROOM CHAIRS	2122500225	742.50	742.50
10E200	1200 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M			742.50	
1031120	ETRUSCAN GUTTERING & ROOFING	01/21/2025	19932	ROOF REPAIRS AT GREEN BAY. OKAY TO PAY.	2202500729	2,730.00	2,730.00
20E120	2540 3209 31 000000		OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &			2,730.00	
1031121	Exceptional Learners Collabora	01/21/2025	00025094	IDEA / SPECIAL ED PURCHASED SERVICES - CONTRACTED OT/PT SERVICES - INVOICE #00025094 - NOV 2024	2122500274	50,825.38	101,595.76
10E200	1200 3000 38 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV			26,254.75	
10E200	2210 3000 38 462000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S			24,570.63	
			0025112	IDEA - CONTRACTED OT THERAPISTS AND SPED PURCHASED SERVICES - INVOICE #00025112 - JANUARY 2025	2122500321	50,770.38	
10E200	1200 3000 38 000000		EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV			26,199.75	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200 2210 3000 38 462000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		24,570.63	
1031122	FELICITY SCHOOLS LLC	01/21/2025	3429	SPECIAL ED - PRIVATE TUITION - INVOICE #3429 - DEC 2024 - F.H.	2122500292	4,222.40	4,222.40
10E200 1912 6700 40 000000				EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		4,222.40	
1031123	FIRST CLASS MOVING & STORAGE,	01/21/2025	400754	MOVING SERVICES AND MOVING BOXES. OKAY TO PAY.	2202500680	4,535.00	4,535.00
20E200 2540 4000 65 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		4,535.00	
1031124	FLECKS LANDSCAPING	01/21/2025	2412033	***QUOTE*** REMOVE AND REGRADE DAMAGED TURF; INSTALL SOIL, GRASS SEED AND SEED BLANKET.	2202500638	570.00	570.00
20E120 2540 3283 89 000000				OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		570.00	
1031125	FLINN SCIENTIFIC INC.***	01/21/2025	3093824	2024-2025 - SUPPLIES AND MATERIALS - SCIENCE	2102500195	95.50	95.50
10E200 2210 4000 57 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		95.50	
1031126	FOLEY CARRIER SERVICES, LLC	01/21/2025	INV000000001518919	PURCHASED SERVICES/RODRIGO	2002500056	300.00	300.00
10E200 2642 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/PERSONNEL/PURCHASED SERVIC		300.00	
1031127	Vendor Continued Void	01/21/2025					0.00
1031128	FOLLETT CONTENT SOLUTIONS, LLC	01/21/2025	444624F	2024-2025 - SUPPLIES AND MATERIALS - LIBRARY	2102500140	106.40	4,285.41
10E200 2210 4000 60 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		106.40	
			449551	2024-2025 - SUPPLIES AND MATERIALS - LIBRARY	2102500156	1,745.27	
10E200 2210 4000 60 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		1,745.27	
			449551F	2024-2025 - SUPPLIES AND MATERIALS - LIBRARY	2102500156	54.08	
10E200 2210 4000 60 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		54.08	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			475350A	2024-2025 SUPPLIES AND MATERIALS - LIBRARY	2102500220	329.92	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		329.92	
			475350F	2024-2025 SUPPLIES AND MATERIALS - LIBRARY	2102500220	15.26	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		15.26	
			486453	2024-2025 - SUPPLIES AND MATERIALS - LIBRARY	2102500251	656.40	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		656.40	
			489899	2024-2025 - SUPPLIES AND MATERIALS - LIBRARY	2102500261	1,378.08	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		1,378.08	
1031129	FOURTH CLIFF ADVENTURE INC.	01/21/2025	1638	***QUOTE*** INSTALL SENSORY SWING AT OAK TERRACE.	2202500578	640.00	2,850.00
20E070	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		640.00	
			1639	SLIDE REPAIR AND LABOR CHARGES AT OAK TERRACE. OKAY TO PAY.	2202500633	1,650.00	
20E070	2540 3214 31 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		1,650.00	
			1646	2024 - 2025 - PURCHASED SERVICES - PD	2102500279	560.00	
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		560.00	
1031130	FRANCZEK PC	01/21/2025	236501	LEGAL SERVICES INVOICE #236501. 12/19/24	2302500072	6,797.78	6,797.78
10E200	2310 3000 26 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		6,797.78	
1031131	GARAVENTA USA, INC	01/21/2025	54551	WHEELCHAIR LIFT PREVENTATIVE MAINTENANCE CONTRACT:	2202500702	585.00	585.00

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20E110	2540 3217 31 000000			12/1/24 - 11/30/25 AT WAYNE THOMAS SCHOOL. OKAY TO PAY.		585.00	
				OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN			
1031132	Vendor Continued Void	01/21/2025					0.00
1031133	GILBANE	01/21/2025	202412-J327	SHERWOOD ADDITIONS AND RENOVATIONS. GILBANE APPLICATION NO. 5. INVOICE NO. 202412-J327. OKAY TO PAY.	2202500712	38,244.00	2,140,056.64
67E200	2540 5000 95 000000			SHERWOOD 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		38,244.00	
			202412-J551	INDIAN TRAIL ADDITIONS AND RENOVATIONS. APPLICATION NO. 14 FOR GILBANE. INVOICE NO. 202412-J551. OKAY TO PAY.	2202500668	486,670.49	
63E200	2540 5000 95 000000			INDIAN TRAIL 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAIN		486,670.49	
			202412-J672	RAVINIA ADDITIONS AND RENOVATIONS, GILBANE APPLICATION NO. 13. INVOICE NO. 202412-J672. OKAY TO PAY.	2202500711	1,615,142.15	
64E200	2540 5000 95 000000			RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		1,615,142.15	
1031134	Vendor Continued Void	01/21/2025					0.00
1031135	W.W. GRAINGER, INC.	01/21/2025	9179135984	GRAINGER FY25	2202500109	509.18	4,135.90
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		509.18	
20E200	2540 4207 50 000000			9179915708 OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI	2202500109	336.20	
20E200	2540 4207 50 000000			9339655434 OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI	2202500109	756.64	
20E200	2540 4207 50 000000			9340721928 OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI	2202500109	569.84	
20E200	2540 4207 50 000000			9343467412 OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI	2202500109	218.30	

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20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		218.30	
			9350079274	GRAINGER FY25	2202500109	861.16	
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		861.16	
			9367907202	GRAINGER FY25	2202500109	884.58	
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		884.58	
1031136	HABITAT FOR HUMANITY CHICAGO	01/21/2025	INV-10539	2024-2025 - PURCHASED SERVICES - FOUNDATION GRANT - DAY OF GIVING	2102500274	400.00	400.00
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		400.00	
1031137	LEARNING WITHOUT TEARS***	01/21/2025	INV208316	SPECIAL ED CURRICULUM - PREK	2122500029	1,752.68	1,752.68
10E200	1200 4000 58 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		1,752.68	
1031138	HAPP BUILDERS, INC.	01/21/2025	748610	INSTALL SEVEN BOLLARDS AT EDGEWOOD SCHOOL. OKAY TO PAY.	2202500699	17,500.00	17,500.00
20E020	2540 3201 31 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./G		17,500.00	
1031139	Vendor Continued Void	01/21/2025					0.00
1031140	HEARTLAND ALLIANCE CCIS A/R	01/21/2025	26247	STUDENT SERVICES PURCHASED SERVICES - INTERPRETER FOR PARENT PHONE CALLS - INVOICE #26247	2122500281	5,638.20	8,282.69
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		5,638.20	
			26298	STUDENT SERVICES PURCHASED SERVICES - INTERPRETERS FOR PARENT PHONE CALLS - INVOICE #26298 - NOV 2024	2122500288	347.20	
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		347.20	
			26422	STUDENT SERVICES PURCHASED SERVICES - INTERPRETER FOR PHONE CALLS/MEETINGS	2122500314	2,297.29	

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10E200 2190 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		2,297.29	
1031141	HEARTLAND BUSINESS SYSTEMS	01/21/2025	752628-H	PURCHASED SERVICE, OTHER	5552500118	205.00	14,171.84
10E200 2220 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		205.00	
			753424-H	PURCHASED SERVICE, WARRANTIES	5552500173	3,249.02	
10E200 2220 3000 31 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		3,249.02	
			754547-H	PURCHASED SERVICE, OTHER	5552500046	1,805.80	
10E200 2220 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		1,805.80	
			755400-H	SOFTWARE/SITE LICENSE - BLANKET PO - FY25	5552500047	499.55	
10E200 2220 3000 80 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		499.55	
			756031-H	PURCHASED SERVICE, OTHER	5552500048	8,412.47	
10E200 2220 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		8,412.47	
1031142	HEALTH MANAGEMENT SYSTEMS	01/21/2025	2025-4108	MONTHLY EMPLOYEE ASSISTANCE PROGRAM	2502500009	1,603.98	1,603.98
10E200 2610 2220 22 000000				EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL		1,603.98	
1031143	DAVID HOOD	01/21/2025	0034	PAYMENT FOR WRESTLING OFFICIAL/NM/NW	602500185	100.00	100.00
10E060 1100 3000 38 000000				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		100.00	
1031144	THE HYDE PARK DAY SCHOOL	01/21/2025	H202411.11DEC	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICE #H202411.11	2122500308	23,955.30	23,955.30
10E200 1912 6700 40 000000				EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		23,955.30	
1031145	Vendor Continued Void	01/21/2025					0.00
1031146	IDLEWOOD ELECTRIC SUPPLY, INC.	01/21/2025	INV167146	IDLEWOOD ELECTRIC SERVICES FY25	2202500110	637.09	5,951.71
20E200 2540 4207 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		637.09	
			INV172647	IDLEWOOD ELECTRIC SERVICES FY25	2202500110	113.16	
20E200 2540 4207 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		113.16	

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			INV174136	IDLEWOOD ELECTRIC SERVICES FY25	2202500110	433.25	
20E200 2540 4207 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		433.25	
			INV174492	IDLEWOOD ELECTRIC SERVICES FY25	2202500110	116.50	
20E200 2540 4207 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		116.50	
			INV174989	IDLEWOOD ELECTRIC SERVICES FY25	2202500110	2,577.60	
20E200 2540 4207 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,577.60	
			INV177927	IDLEWOOD ELECTRIC SERVICES FY25	2202500110	1,933.20	
20E200 2540 4207 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,933.20	
			INV177949	IDLEWOOD ELECTRIC SERVICES FY25	2202500110	140.91	
20E200 2540 4207 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		140.91	
1031147	IDWHOLESALER	01/21/2025	INV7448390	TRANSPORTATION NEED TO ORDER EXTRA BUS PASSES (600) AND RED LOOPS (600) FOR NEW RO/SHER BUSES ROUTE OK TO PAY	2202500623	59.94	371.88
20E200 2540 4000 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		59.94	
			INV7450199	TRANSPORTATION NEED TO ORDER EXTRA BUS PASSES (600) AND RED LOOPS (600) FOR NEW RO/SHER BUSES ROUTE OK TO PAY	2202500623	311.94	
20E200 2540 4000 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		311.94	
1031148	ILLINOIS PRINCIPALS ASSOC***	01/21/2025	472642	2024-25 PRINCIPAL MENTORING SERVICES INVOICE #472642. 12/20/24	2302500073	2,999.00	2,999.00
10E200 2310 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		2,999.00	
1031149	ISCORP	01/21/2025	0744029	HOSTING FOR SKYWARD	2502500008	1,890.00	1,890.00
10E200 2520 3000 80 000000				EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		1,890.00	
1031150	KRIHA BOUCEK	01/21/2025	7700	LEGAL SERVICES INVOICE #7700.	2302500070	12,991.00	12,991.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				12/9/24			
10E200 2310 3000 26 000000				EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		12,991.00	
1031151 KUNES COUNTRY		01/21/2025	76792	***QUOTE*** REPLACEMENT KEY FOR DISTRICT VEHICLE.	2202500600	420.00	420.00
20E200 2540 4213 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		420.00	
1031152 LAKE COUNTY HEALTH DEPT		01/21/2025	INV-00093560	STUDENT SERVICES PURCHASED SERVICES - HEARING/VISION TESTING - DEC 2024 - INVOICE #INV-00093560	2122500306	1,270.00	2,905.00
10E200 2190 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		1,270.00	
			INV-00093565	STUDENT SERVICES PURCHASED SERVICES - INVOICE #INV-00093565 - VISION/HEARING TESTING - DEC 2024	2122500307	1,635.00	
10E200 2190 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		1,635.00	
1031153 LAKELAND/LARSEN ELEVATOR CORPO		01/21/2025	199976	MONTHLY ELEVATOR BILL FOR DISTRICT WIDE. INV#199976 OK TO PAY	2202500700	1,372.13	1,372.13
20E200 2540 3217 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,372.13	
1031154 LARSON EQUIPMENT COMPANY		01/21/2025	9420	***QUOTE*** RAVINIA RENOVATION FURNITURE AND INSTALLATION FROM LARSON.	2202500663	72,384.57	72,384.57
64E200 2540 5000 95 000000				RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		72,384.57	
1031155 LEANSTREAM		01/21/2025	20222159	MANAGED TABLETS/AEG COHORT: EXPERIMENTAL GROUP/INVOICE #20222159 12/31/24	2302500074	223.93	223.93
10E200 1100 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		223.93	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031156	LEARNWELL EDUCATION	01/21/2025	INV222470	SPECIAL ED PURCHASED SERVICES - HOSPITAL TUTORING - DEC 2024 - INV# INV222470 - S.U.	2122500280	331.16	1,076.27
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		331.16	
			INV223723	SPECIAL ED PURCHASED SERVICES - HOSPITAL TUTORING - INVOICE #INV223723 - DEC 2024	2122500291	413.95	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		413.95	
			INV225133	SPECIAL ED PURCHASED SERVICES - HOSPITAL TUTORING - INVOICE #INV225133 - DEC 2024	2122500318	331.16	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		331.16	
1031157	LIBERTYVILLE MUSIC CENTER	01/21/2025	1704484	DISTRICT INSTRUMENTS REPAIRED/EW	202500104	210.00	610.00
10E020	1100 3000 31 100031			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		210.00	
			1705766	DISTRICT INSTRUMENTS REPAIRED/EW	202500104	295.00	
10E020	1100 3000 31 100031			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		295.00	
			1706221	DISTRICT INSTRUMENTS REPAIRED/EW	202500104	105.00	
10E020	1100 3000 31 100031			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		105.00	
1031158	LISA WESTMAN CONSULTING INC.	01/21/2025	871	2024- 2025 - PURCHASED SERVICES - CONSULTANT	2102500284	5,000.00	5,000.00
10E200	2210 3000 34 493200			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		5,000.00	
1031159	LITTLE CITY FOUNDATION	01/21/2025	2024121800022	SPECIAL ED PRIVATE TUITION - NOV 2024 -	2122500297	18,861.66	18,861.66

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				INVOICE #1130204			
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		18,861.66	
1031160	LUCAS LANDSCAPE AND DESIGN	01/21/2025	16198	***QUOTE*** EXCAVATE PLAYGROUND AREA; REMOVE AND DISPOSE OF DIRT SPOIL; REMOVE 7-8 ROLL OFF BOXES OF SOIL; LEVEL AREA AND LEAVE READY FOR PLAYGROUND INSTALLATION CONTRACTOR.	2202500450	4,500.00	4,500.00
20E030	2540 3283 89 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		4,500.00	
1031161	Vendor Continued Void	01/21/2025					0.00
1031162	LUIS FLOORING INSTALLATION LLC	01/21/2025	2035	SEVERAL ROOMS NEEDS TO BE REPAIR FLOOR AT ELM PLACE SCHOOL. LABOR AND MATERIAL WERE INCLUDED FOR FOLLOWING ROOMS #101,114,116,118,1 01. #203,205A,206A,207 A,208,209,212 OK TO PAY	2202500686	5,051.02	13,667.89
20E200	2540 3211 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		5,051.02	
			23036	SEVERAL ROOMS NEEDS TO BE REPAIR FLOOR AT ELM PLACE SCHOOL. LABOR AND MATERIAL WERE INCLUDED FOR FOLLOWING ROOMS #101,114,116,118,1 01. #203,205A,206A,207 A,208,209,212 OK TO PAY	2202500686	8,616.87	
20E200	2540 3211 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		8,616.87	
1031163	WILLIAM V. MACGILL & CO.***	01/21/2025	IN0889048	NURSE'S OFFICE SUPPLIES	902500078	170.66	170.66

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		170.66	
1031164	Vendor Continued Void	01/21/2025					0.00
1031165	MARISSA BENNETT CONSULTING, LL	01/21/2025	9504898	IDEA - CONTRACTED BCBA/RBT - INVOICES #9504898, 9504937, 95050046 - DEC 2024	2122500290	5,659.50	22,784.50
10E200	2210 3000 34 462000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		5,659.50	
			9504937	IDEA - CONTRACTED BCBA/RBT - INVOICES #9504898, 9504937, 95050046 - DEC 2024	2122500290	4,042.50	
10E200	2210 3000 34 462000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		4,042.50	
			9505046	IDEA - CONTRACTED BCBA/RBT - INVOICES #9504898, 9504937, 95050046 - DEC 2024	2122500290	4,518.00	
10E200	2210 3000 34 462000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		4,518.00	
			9590881	IDEA - BCBA CONTRACTED STAFF - INVOICES #9600707, 9590881	2122500319	2,670.50	
10E200	2210 3000 34 462000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		2,670.50	
			9600707	IDEA - BCBA CONTRACTED STAFF - INVOICES #9600707, 9590881	2122500319	5,894.00	
10E200	2210 3000 34 462000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		5,894.00	
1031166	SEYFARTH MARY	01/21/2025	JAN062024	RAVINIA HISTORICAL R & D WEATHERVANE /INVOICE 1/6/25	2302500076	1,400.00	1,400.00
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,400.00	
1031167	MARYLAND COALITION INCLUSIVE E	01/21/2025	FY25-070	SUPERINTENDENT INNOVATION ACCOUNT - MCIE - INVOICE #FY25-070 - NOVEMBER 2024	2122500304	6,576.29	6,576.29

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200 1100 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		6,576.29	
1031168	Vendor Continued Void	01/21/2025					0.00
1031169	MASTER TRUCK & TRAILER, LLC	01/21/2025	36746	REPAIRS TO BOX TRUCK. OKAY TO PAY.	2202500641	271.40	9,836.85
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		271.40	
			S122155	***QUOTE** NEW SNOWDOGG UNDERTAIL SPREADER.	2202500681	7,462.40	
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		7,462.40	
			S122235	REPAIRS TO DISTRICT VEHICLE: 2018 FORD SUPER DUTY F450 DUMP TRUCK REPAIRS TO DISTRICT VEHICLE: 2017 FORD SUPER DUTY DUMP TRUCK OKAY TO PAY	2202500694	442.52	
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		442.52	
			S61842	REPAIRS TO DISTRICT VEHICLE: 2018 FORD SUPER DUTY F450 DUMP TRUCK REPAIRS TO DISTRICT VEHICLE: 2017 FORD SUPER DUTY DUMP TRUCK OKAY TO PAY	2202500694	773.94	
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		773.94	
			S98750	***QUOTE*** PURCHASE AND INSTALL BACK-UP CAMERA SYSTEM ON DISTRICT TRUCK.	2202500683	886.59	
20E200 2540 3213 31 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		886.59	
1031170	THE MATH LEARNING CENTER+++	01/21/2025	INV64522	2024-2025 - SUPPLIES AND MATERIALS - MATH	2102500278	110.00	110.00
10E200 2210 4000 56 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		110.00	
1031171	MENTA ACADEMY NORTH	01/21/2025	SESINV-043612	SPECIAL ED PRIVATE TUITION -	2122500300	3,038.10	3,038.10

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				INVOICE #SESINV-043612 - DEC 2024 - CCR			
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		3,038.10	
1031172	Vendor Continued Void	01/21/2025					0.00
1031173	MICHAEL'S UNIFORM COMPANY	01/21/2025	MU-11620	***QUOTE*** UNIFORM PURCHASE FOR OPERATIONS EMPLOYEES.	2202500392	1,584.95	2,872.94
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,584.95	
			MU-11722	***QUOTE*** UNIFORM PURCHASE FOR OPERATIONS EMPLOYEE.	2202500437	746.75	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		746.75	
			MU-12068	***QUOTE** KNIT HATS FOR DISTRICT EMPLOYEES.	2202500581	317.50	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		317.50	
			MU-12092	***QUOTE*** HOODED JACKET FOR OPERATIONS STAFF.	2202500588	81.87	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		81.87	
			MU-12141	***QUOTE*** JACKET FOR OPERATIONS EMPLOYEE.	2202500626	70.00	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		70.00	
			MU-12168	***QUOTE*** OUTERWEAR FOR OPERATIONS EMPLOYEE.	2202500636	71.87	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		71.87	
1031174	MINNESOTA MEMORY	01/21/2025	47362	REPAIR SUPPLIES	5552500177	1,849.50	1,849.50
10E200	2220 4000 31 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		1,849.50	
1031175	MODERN MEDIA TECH LLC	01/21/2025	6601	CAPITAL OUTLAY, NEW EQUIPMENT	5552500165	785.00	10,385.00
10E200	2220 5000 90 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		785.00	
			6602	SECURITY: EW, NW, OT	5552500161	9,600.00	
60E060	2540 5000 96 000000			SECURITY 2022 REFERENDUM/NORTHWOOD/OPER. & MAINT./CAPIT		960.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
60E070	2540 5000 96 000000			SECURITY 2022 REFERENDUM/OAK TERRACE/OPER. & MAINT./CAP		1,920.00	
60E020	2540 5000 96 000000			SECURITY 2022 REFERENDUM/EDGEWOOD/OPER. & MAINT./CAPITA		6,720.00	
1031176	Vendor Continued Void	01/21/2025					0.00
1031177	MULTIVISTA	01/21/2025	4703	PHOTOGRAPHIC DOCUMENTATION FOR RAVINIA SCHOOL INV#4703 (SS ON DECEMBER 2024) AND SET UP FEE FOR SHERWOOD SCHOOL INV#4704 (SS 12/20/24) OK TO PAY	2202500679	1,900.00	12,580.00
64E200	2540 5000 95 000000			RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		1,900.00	
67E200	2540 5000 95 000000			SHERWOOD 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		0.00	
			4704	PHOTOGRAPHIC DOCUMENTATION FOR RAVINIA SCHOOL INV#4703 (SS ON DECEMBER 2024) AND SET UP FEE FOR SHERWOOD SCHOOL INV#4704 (SS 12/20/24) OK TO PAY	2202500679	10,680.00	
64E200	2540 5000 95 000000			RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		0.00	
67E200	2540 5000 95 000000			SHERWOOD 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		10,680.00	
1031178	MUSIC IN MOTION***	01/21/2025	00797741	MUSIC AND MOTION/ GILLETTE/ RA	802500049	168.95	168.95
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		168.95	
1031179	NAPA AUTO PARTS	01/21/2025	379-189042	AUTO PART SUPPLIES FY25; OK TO PAY	2202500102	45.45	45.45
20E200	2540 4213 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		45.45	
1031180	NAVIGATE360, LLC	01/21/2025	INV-31750	STUDENT SERVICES PURCHASED SERVICES - ONLINE CASE MANAGEMENT SUBSCRIPTION	2122500278	5,600.22	5,600.22
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		5,600.22	
1031181	NORTH SHORE WATER RECLAMATION	01/21/2025	5478047	WATER RECLAMATION FOR RED OAK, WAYNE THOMAS, NORTHWOOD, OAK	2202500726	2,087.92	2,087.92

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				TERRACE AND SHERWOOD. OKAY TO PAY.			
20E060	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		148.56	
20E070	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		1,025.64	
20E090	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		293.04	
20E100	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		201.47	
20E110	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		419.21	
1031182	NORTHWEST SUBURBAN SPECIAL EDU	01/21/2025	12335	PUBLIC TUITION SERVICES - HH PROGRAMS - ITINERANT SUPPORT - DEC 2024 - INVOICE #12335	2122500272	14,479.33	14,479.33
10E200	4220 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION PUBLIC/TUITI		14,479.33	
1031183	OFFICE DEPOT, INC.***	01/21/2025	40539259001	NAME TAGS NEEDED FOR VISITORS/JS/NW	602500184	115.16	115.16
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		115.16	
1031184	Vendor Continued Void	01/21/2025					0.00
1031185	ORGANICLIFE, LLC	01/21/2025	1136020694713	NOVEMBER 2024 BIODEGRADABLE PRODUCTS	2502500193	797.06	42,789.93
15E200	2560 4000 50 000000			FOOD SERVICE/DISTRICT WIDE/FOOD SERVICE/SUPPLIES AND MA		797.06	
			1136020694814	BREAKFAST & LUNCH FOR THE NATIONAL PROGRAM SCHOOLS NOVEMBER 2024 BILLING	2502500192	34,273.08	
15E200	2560 3000 41 000000			FOOD SERVICE/DISTRICT WIDE/FOOD SERVICE/PURCHASED SERVI		34,273.08	
			1136020694815	LUNCH & MILK FOR ILLINOIS STATE PROGRAM SCHOOLS NOVEMBER 2024	2502500191	7,180.25	
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		7,180.25	
			1136020694816	LUNCH & MILK FOR ILLINOIS STATE PROGRAM SCHOOLS NOVEMBER 2024	2502500191	539.54	
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		539.54	
1031186	JW PEPPER & SON, INC.***	01/21/2025	366702787	FALL MUSIC ORDER FOR BAND, ORCH AND JAZZ/MD/NW	602500036	155.00	155.00

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10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		155.00	
1031187	PERIPOLE, INC.***	01/21/2025	209906	PERIPOLE BAROQUE SOPRANO HALO RECORDER - GOLD	802500047	324.28	324.28
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		324.28	
1031188	Vendor Continued Void	01/21/2025					0.00
1031189	PHOENIX CONSULTING SERVICES GR	01/21/2025	0125-02	DISTRICT-WIDE ASBESTOS 6 MONTH SURVEILLANCE, DECEMBER 20, 2024; INDIAN TRAIL ASBESTOS MANAGEMENT PLAN. OKAY TO PAY.	2202500697	1,350.00	2,950.00
20E200	2540 3237 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,350.00	
20E040	2540 3237 34 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
			1024-07	RFCI REFRESHER TRAINING AND RFCI INITIAL TRAINING FOR OPERATIONS EMPLOYEES. OKAY TO PAY.	2202500634	1,100.00	
20E200	2540 3237 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,100.00	
			1224-05	DISTRICT-WIDE ASBESTOS 6 MONTH SURVEILLANCE, DECEMBER 20, 2024; INDIAN TRAIL ASBESTOS MANAGEMENT PLAN. OKAY TO PAY.	2202500697	500.00	
20E200	2540 3237 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	
20E040	2540 3237 34 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		500.00	
1031190	RUSSO POWER EQUIPMENT INC	01/21/2025	SPI20894697	SNOW SHOVELS (8) AND WINTER GLOVES (12) OKAY TO PAY.	2202500724	363.80	363.80
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		363.80	
1031191	SAFE HAVEN SCHOOL	01/21/2025	7775	SPECIAL ED PRIVATE TUITION - DEC 2024 - INVOICE #7775 - E.S.	2122500302	3,630.30	3,630.30
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		3,630.30	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031192	SCHOOL SPECIALTY INC.***	01/21/2025	208135035236	School Speciality /WT / ART supplies	1102500029	228.65	3,036.47
10E110	1100 4000 52 000000		EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A			228.65	
			208135119469	School Speciality /WT / ART supplies	1102500029	30.14	
10E110	1100 4000 52 000000		EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A			30.14	
			308104634303	WT/ART/Supplies	1102500033	765.64	
10E110	1100 4000 52 000000		EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A			765.64	
			308104641867	School Speciality /WT / ART supplies	1102500029	2,012.04	
10E110	1100 4000 52 000000		EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A			2,012.04	
1031193	THE SCOPE SHOPPE	01/21/2025	20846	2024-2025 - SUPPLIES AND MATERIALS - SCIENCE	2102500111	3,319.50	5,217.00
10E200	2210 4000 57 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			3,319.50	
			20847	2024-2025 - SUPPLIES AND MATERIALS - SCIENCE	2102500112	1,897.50	
10E200	2210 4000 57 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			1,897.50	
1031194	SHARPRINT SILKSCREEN & GRAPHIC	01/21/2025	448691	TEACHER SWAG PURCHASED FOR TEACHER APPRECIATION/NB/NW	602500153	2,328.86	2,328.86
10E060	1100 4000 50 000000		EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND			2,328.86	
1031195	SIGN CENTRAL	01/21/2025	19625	SIGNS AND SIGN WORK DONE AT SHERWOOD. OKAY TO PAY.	2202500720	7,464.13	7,464.13
20E100	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S			7,464.13	
1031196	Vendor Continued Void	01/21/2025					0.00
1031197	SIGNS NOW MUNDELEIN	01/21/2025	INV-54242	BUS MAGNETS, DIGITAL PRINT SIGNS, MOVING LABELS. OKAY TO PAY.	2202500670	206.43	836.02
20E200	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			206.43	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			INV-54245	BUS MAGNETS, DIGITAL PRINT SIGNS, MOVING LABELS. OKAY TO PAY.	2202500670	186.35	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		186.35	
			INV-54264	***QUOTE*** A FRAME SIGNS FOR INDIAN TRAIL	2202500640	73.40	
20E040	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		73.40	
			INV-54292	***QUOTE** MOVING LABELS FOR SHERWOOD'S MOVE.	2202500627	186.35	
20E100	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		186.35	
			INV-54319	***QUOTE*** A FRAME SIGNS FOR RAVINIA.	2202500684	110.09	
20E080	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./SU		110.09	
			INV54264	BUS MAGNETS, DIGITAL PRINT SIGNS, MOVING LABELS. OKAY TO PAY.	2202500670	73.40	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		73.40	
1031198	Staples Business Advantage	01/21/2025	1000698887	STAPLES/SUPPLIES/S W	1002500055	188.81	188.81
10E100	1100 4000 50 000000			EDUCATION FUND/SHERWOOD/REGULAR PROGRAMS/SUPPLIES AND M		188.81	
1031199	Vendor Continued Void	01/21/2025					0.00
1031200	Vendor Continued Void	01/21/2025					0.00
1031201	Vendor Continued Void	01/21/2025					0.00
1031202	Vendor Continued Void	01/21/2025					0.00
1031203	SUNSET FOOD MART, INC.	01/21/2025	001-00162253	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	380.24	6,861.26
10E120	1125 4000 16 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		380.24	
			005-00695680	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	122.42	
10E120	1125 4000 16 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		122.42	
			007-00071642	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	373.00	
10E120	1125 4000 16 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		373.00	
			007-00079440	SNACKS FOR RED	902500081	54.24	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E090	1100 4000 50 000000			OAK STUDENTS FOR FY25			
			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA			54.24	
			011-00227346	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	523.56	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			523.56	
			011-00228196	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	368.10	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			368.10	
			011-00229249	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	579.52	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			579.52	
			011-00229641	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	507.80	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			507.80	
			011-00230041	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	290.00	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			290.00	
			011-00230859	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	527.91	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			527.91	
			011-00231217	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	429.94	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			429.94	
			011-00232615	SNACKS FOR RED OAK STUDENTS FOR FY25	902500081	79.20	
10E090	1100 4000 50 000000		EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA			79.20	
			011-00232776	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	431.70	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			431.70	
			011-00233222	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	362.60	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			362.60	
			011-0226653	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	485.80	
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			485.80	
			011-02269700	SNACKS FOR EARLY	1202500038	504.89	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E120	1125 4000 16 000000			CHILDHOOD FY25 EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		504.89	
			011-0227733	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	408.80	
10E120	1125 4000 16 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		408.80	
			011-0228750	SNACKS FOR EARLY CHILDHOOD FY25	1202500038	431.54	
10E120	1125 4000 16 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		431.54	
1031204	TARGETED LEARNING SOLUTIONS/ N	01/21/2025	NSSD11209162024	SPECIAL ED PURCHASED SERVICES - STUDENT EVALUATIONS - INVOICE DATED 9/16/2024 - M.K.	2122500289	6,530.00	6,530.00
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		6,530.00	
1031205	THE SHERWIN WILLIAMS COMPANY	01/21/2025	6667-9	PAINT AND PAINT SUPPLIES FOR ELM PLACE. OKAY TO PAY.	2202500689	61.45	91.94
20E030	2540 4204 50 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		61.45	
			6763-6	PAINT AND SUPPLIES FOR ELM PLACE. OKAY TO PAY.	2202500722	30.49	
20E030	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		30.49	
1031206	THOMSON REUTERS - WEST	01/21/2025	851308334	STUDENT SERVICES PURCHASED SERVICES - CLEAR PROFLEX - APRIL 2024-APRIL 2025 -	2122500034	1,999.00	1,999.00
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		1,999.00	
1031207	TOWNSHIP HIGH SCHOOL DIST. 113	01/21/2025	202430062	2024-2025 - PURCHASED SERVICES - OTHER	2102500302	780.00	780.00
10E200	2210 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		780.00	
1031208	TRANE U.S. INC***	01/21/2025	18330490	HVAC/FILTERS/MOTOR SUPPLIES FY25; DISTRICT WIDE	2202500104	41.59	1,191.59
20E200	2540 3203 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		29.61	
20E200	2540 4203 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		11.98	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			990127558	***QUOTE*** TRANE CO-OP EQUIPMENT, TRANE CONTROLS, AND CONTINGENCY RESERVE. QUOTE NUMBER: R1-191240-23-003.	2202500016	1,150.00	
63E200	2540 5000 95 000000		INDIAN TRAIL 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAIN			1,150.00	
1031209	Vendor Continued Void	01/21/2025					0.00
1031210	ULINE***	01/21/2025	186703552	OPERATIONS DEPARTMENT WINTER JACKET NEED IT. OK TO PAY	2202500645	880.00	4,763.12
20E200	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			880.00	
			186795521	CLEANING SUPPLIES FOR DISTRICT WIDE : CLOROX 20 BOXES AND PAPER TOWEL 32 BOXES. OK TO PAY	2202500632	2,760.00	
20E200	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			2,760.00	
			186959107	WINTER JACKET FOR OPERATIONS. (3M; 1XL, 1XXL) OK TO PAY	2202500672	550.00	
20E200	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			550.00	
			186995574	INDUSTRIAL TAPE FOR UPCOMING SCHOOL MOVES. OKAY TO PAY.	2202500669	573.12	
20E200	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			573.12	
1031211	United Rentals (North America)	01/21/2025	203895023-039	MONTHLY CONTAINER RENTAL FOR SHERWOOD SCHOOL. SS FROM 1/7/25 TO 2/4/25 OK TO PAY	2202500733	123.00	123.00
20E100	2540 3000 32 000000		OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P			123.00	
1031212	VISO GRAPHIC	01/21/2025	244230	SUPPLIES PURCHASED FOR MAILING FROM VISOGRAPHIC INVOICE 258519	2602500015	3,667.64	3,667.64
10E200	2630 3000 48 000000		EDUCATION FUND/DISTRICT WIDE/INFORMATION SERVICES/PURCH			3,667.64	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031213	WEST MUSIC***	01/21/2025	SI2481511	music classroom supplies	102500014	357.24	357.24
10E010	1100 4000 62 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		357.24	
1031214	WEST MICHIGAN WAREHOUSE OUTFIT	01/21/2025	8905	PURCHASED SERVICE, OTHER	5552500025	3,000.00	3,000.00
60E070	2540 5000 96 000000			SECURITY 2022 REFERENDUM/OAK TERRACE/OPER. & MAINT./CAP		1,633.33	
60E130	2540 5000 96 000000			SECURITY 2022 REFERENDUM/VITI BUILDING/OPER. & MAINT./C		1,366.67	
1031215	JOHN WIESNETH	01/21/2025	033	PAYMENT NEEDED ON WRESTLING REFEREE/NM/NW	602500178	90.00	90.00
10E060	1100 3000 38 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		90.00	
1031216	Vendor Continued Void	01/21/2025					0.00
1031217	Vendor Continued Void	01/21/2025					0.00
1031218	Vendor Continued Void	01/21/2025					0.00
1031219	WIGHT & COMPANY	01/21/2025	220112-025	PROFESSIONAL SERVICES FOR BRAESIDE ELEMENTARY (INVOICE NO. 230068-005), INDIAN TRAIL (INVOICE NO. 220113-028), RAVINIA ELEMENTARFY (INVOICE NO. 220112-025) AND SHERWOOD ELEMENTARY (230069-015) OKAY TO PAY.	2202500655	44,959.58	159,054.11
63E200	2540 5000 95 000000			INDIAN TRAIL 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAIN		0.00	
64E200	2540 5000 95 000000			RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		44,959.58	
65E200	2540 5000 95 000000			BRAESIDE 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		0.00	
67E200	2540 5000 95 000000			SHERWOOD 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		0.00	
			220113-028	PROFESSIONAL SERVICES FOR BRAESIDE ELEMENTARY (INVOICE NO. 230068-005), INDIAN TRAIL (INVOICE NO. 220113-028), RAVINIA ELEMENTARFY	2202500655	6,443.64	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				(INVOICE NO. 220112-025) AND SHERWOOD ELEMENTARY (230069-015) OKAY TO PAY.			
63E200	2540 5000 95 000000			INDIAN TRAIL 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAIN		6,443.64	
64E200	2540 5000 95 000000			RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		0.00	
65E200	2540 5000 95 000000			BRAESIDE 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		0.00	
67E200	2540 5000 95 000000			SHERWOOD 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		0.00	
			230068-005	PROFESSIONAL SERVICES FOR BRAESIDE ELEMENTARY (INVOICE NO. 230068-005), INDIAN TRAIL (INVOICE NO. 220113-028), RAVINIA ELEMENTARFY (INVOICE NO. 220112-025) AND SHERWOOD ELEMENTARY (230069-015) OKAY TO PAY.	2202500655	62,054.64	
63E200	2540 5000 95 000000			INDIAN TRAIL 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAIN		0.00	
64E200	2540 5000 95 000000			RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		0.00	
65E200	2540 5000 95 000000			BRAESIDE 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		62,054.64	
67E200	2540 5000 95 000000			SHERWOOD 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		0.00	
			230069-015	PROFESSIONAL SERVICES FOR BRAESIDE ELEMENTARY (INVOICE NO. 230068-005), INDIAN TRAIL (INVOICE NO. 220113-028), RAVINIA ELEMENTARFY (INVOICE NO. 220112-025) AND SHERWOOD ELEMENTARY (230069-015) OKAY TO PAY.	2202500655	45,596.25	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
63E200	2540 5000 95 000000			INDIAN TRAIL 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAIN		0.00	
64E200	2540 5000 95 000000			RAVINIA 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAIN		0.00	
65E200	2540 5000 95 000000			BRAESIDE 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		0.00	
67E200	2540 5000 95 000000			SHERWOOD 2022 REFERENDUM WORK/DISTRICT WIDE/OPER. & MAI		45,596.25	
1031220	WITH PARTNERS	01/21/2025	0000124	TITLE III - PROF DEVELOPMENT - JANUARY 2025 - INVOICE #0000124	2122500316	4,000.00	4,000.00
10E200	2210 3000 35 490900			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		4,000.00	
1031221	XEROX FINANCIAL SERVICES	01/21/2025	6731734	COPIER EXPENSE - DISTRICT WIDE - BLANKET PO - FY25	5552500015	233.47	233.47
10E200	2220 3000 03 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		233.47	
1031222	YELLOWFOLDER-INTELLINETICS,INC	01/21/2025	20215495	PURCHASED SERVICES/SCHROEDER	2002500057	52.00	52.00
10E200	2642 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/PURCHASED SERVIC		52.00	
1031223	ZORO	01/21/2025	INV15535393	MANUAL MOTOR STARTER (3) OKAY TO PAY.	2202500731	357.11	357.11
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		357.11	
166 Computer						Check(s) For a Total of	4,199,442.63

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	166	Computer	Checks For a Total of	4,199,442.63
Total For	166	Manual, Wire Tran,	ACH & Computer Checks	4,199,442.63
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	4,199,442.63

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	1,421,674.00	1,421,674.00
15	FOOD SERVICE	0.00	0.00	35,070.14	35,070.14
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	341,143.42	341,143.42
60	SECURITY 2022 REFERENDUM	0.00	0.00	12,600.00	12,600.00
63	INDIAN TRAIL 2022 REFERENDUM	0.00	0.00	494,914.13	494,914.13
64	RAVINIA 2022 REFERENDUM WORK	0.00	0.00	1,737,466.05	1,737,466.05
65	BRAESIDE 2022 REFERENDUM WORK	0.00	0.00	62,054.64	62,054.64
67	SHERWOOD 2022 REFERENDUM WORK	0.00	0.00	94,520.25	94,520.25

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
2002098	AMAZON	01/21/2025	167N-DVTV-TQPF	STUDENT COUNCIL SUPPLIES/EW	202500099	28.95	28.95
99L000	9708 0000 00 000000		EW STUDENT COUNCIL/NS			28.95	
2002099	LAKESHORE LEARNING MATERIALS**	01/21/2025	657720121724	LAKESHORE/LAU/RA	802500050	285.11	285.11
99L000	9707 0000 00 000000		RAVINIA LIBRARY ACCOUNT/NS			285.11	
2002100	NORTHWOOD JUNIOR HIGH PTO	01/21/2025	01349	GIFT CARD PURCHASES/NW/JG	602500180	200.00	200.00
99L000	9033 0000 00 000000		NORTHWOODS MISCELLANEOUS/NS			200.00	
2002101	SCHOLASTIC BOOK CLUBS***	01/21/2025	W5662545BF	BOOK FAIR/NW/EH	602500179	1,727.14	1,727.14
99L000	9028 0000 00 000000		NORTHWOODS LIBRARY/NS			1,727.14	

4 Computer Check(s) For a Total of 2,241.20

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	4	Computer	Checks For a Total of	2,241.20
Total For	4	Manual, Wire Tran,	ACH & Computer Checks	2,241.20
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	2,241.20

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
99	ACTIVITY FUND	2,241.20	0.00	0.00	2,241.20

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500250	JILL JAMISON	01/10/2025	01092025	REIMBURSEMENT FROM ILLINOIS STATE UNIVERSITY (CHECK WAS WRITTEN TO DISTRICT) FOR BEING A COOPERATING STUDENT TEACHER.	2502500201	65.00	65.00
10E200 2520 6400 00 000000				EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/DUES/FEES/		65.00	
242500251	JANET KLEINFELDT	01/10/2025	12122024	SPECIAL ED SUPPLIES - REIMBURSEMENT	2122500276	22.96	22.96
10E200 1200 4000 50 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		22.96	
				2 ACH	Check(s) For a Total of		87.96

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	2	ACH	Checks For a Total of	87.96
	0	Computer	Checks For a Total of	0.00
Total For	2	Manual, Wire Tran,	ACH & Computer Checks	87.96
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	87.96

F U N D S U M M A R Y

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	87.96	87.96

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500252	ENRIQUE CASTRO	01/10/2025	12172024	SPECIAL ED MILEAGE REIMBURSEMENT - JULY 2024- DECEMBER 2024	2122500312	206.36	206.36
10E200 1200 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		206.36	
242500253	HOLLY COLIN	01/10/2025	01092025	REIMBURSEMENT FOR CONFERENCE EXPENSES - HOLLY COLIN	2122500271	39.75	39.75
10E200 2210 3000 35 462000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		39.75	
2 ACH						Check(s) For a Total of	246.11

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	2	ACH	Checks For a Total of	246.11
	0	Computer	Checks For a Total of	0.00
Total For	2	Manual, Wire Tran, ACH & Computer	Checks	246.11
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	246.11

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	246.11	246.11

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031036	CGA INVESTMENT CO LLC	01/09/2025	84253	FURNISH AND INSTALL 1 OEM HEAT EXCHANGER, 1 OEM FLAME RETAINER, 1 OEM ROLLOUT SWITCH, 1 SUPPORT PLATE. OKAY TO PAY.	2202500701	3,460.00	3,460.00
20E140	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/WAREHOUSE-BUFFALO GROVE/O		3,460.00	
1031037	CITY OF HIGHWOOD	01/09/2025	30017900JAN2025	WATER AND SEWER SERVICE FOR OAK TERRACE SS FROM 10/15/24 TO 12/16/24 OK TO PAY	2202500695	840.33	840.33
20E070	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		840.33	
1031038	Vendor Continued Void	01/09/2025					0.00
1031039	COMMONWEALTH EDISON	01/09/2025	1387072222122624	MONTHLY ELECTRIC SERVICE FOR GREEN BAY AND INDIAN TRAIL. OKAY TO PAY.	2202500716	3,866.15	35,203.84
20E040	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		277.42	
20E120	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		3,588.73	
			5725765000122624	MONTHLY ELECTRIC SERVICE FOR EDGEWOOD, OPERATIONS BUILDING, NORTHWOOD. OKAY TO PAY.	2202500714	10,497.03	
20E020	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./S		8,214.59	
20E060	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		1,940.59	
20E150	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/O&M Admin Building/OPER.		341.85	
			6797141222122024	MONTHLY ELECTRIC SERVICE FOR RED OAK AND SHERWOOD. OKAY TO PAY.	2202500713	12,280.38	
20E090	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./SU		7,891.00	
20E100	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		4,389.38	
			7347615000122624	MONTHLY ELECTRIC SERVICE FOR WAYNE THOMAS AND ELM PLACE. OKAY TO PAY.	2202500715	8,560.28	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E030	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		5,133.93	
20E110	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		3,426.35	
1031040	CONSTELLATION NEWENERGY GAS DI	01/09/2025	4205615	MONTHLY GAS SUPPLY CHARGES FOR DISTRICT. OKAY TO PAY.	2202500709	25,867.87	25,867.87
20E010	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		2,224.37	
20E020	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./S		3,884.51	
20E030	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		3,105.42	
20E040	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		2,302.12	
20E060	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		3,907.62	
20E070	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		753.29	
20E080	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./SU		1,979.92	
20E090	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./SU		1,473.98	
20E100	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		1,761.27	
20E110	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		1,606.11	
20E120	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		2,869.26	
1031041	JOHNSON CONTROLS SECURITY SOLU	01/09/2025	40860075	SECURITY SERVICES FOR NORTHWOOD, ELM PLACE, RED OAK, WAYNE THOMAS, SHERWOOD, BRAESIDE, IT WAREHOUSE, GREEN BAY. DATES OF SERVICE: 1/1/25 - 3/31/25. OKAY TO PAY.	2202500710	1,125.16	1,125.16
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		159.36	
20E010	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		128.28	
20E030	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		119.33	
20E060	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		119.33	
20E090	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		119.33	
20E100	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		119.33	
20E110	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		119.33	
20E120	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		240.87	
1031042	Vendor Continued Void	01/09/2025					0.00
1031043	LAKESHORE RECYCLING SYSTEMS	01/09/2025	LR6042202	TRASH REMOVAL AND RECYCLING SERVICES AT OAK TERRACE. OKAY TO PAY.	2202500706	921.82	5,222.59
20E070	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		921.82	
			LR6042203	TRASH REMOVAL AND RECYCLING AT OPERATIONS	2202500696	213.14	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E150	2540 3000 86 000000			BUILDING. OKAY TO PAY. OPERATIONS & MAINTENANCE FUND/O&M Admin Building/OPER.		213.14	
			LR6045630	TRASH REMOVAL AND RECYCLING SERVICES AT BRAESIDE, ELM PLACE, SHERWOOD, INDIAN TRAIL, RED OAK, WAYNE THOMAS, GREEN BAY, NORTHWOOD. OKAY TO PAY.	2202500707	4,087.63	
20E010	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		476.04	
20E030	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		647.92	
20E040	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		484.69	
20E060	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		596.61	
20E090	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		489.58	
20E100	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		250.40	
20E110	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		287.10	
20E120	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		855.29	
1031044	LAKESHORE RECYCLING SYSTEMS	01/09/2025	LR5871399	DUMP AND RETURN DUMPSTERS AT BG WAREHOUSE. OKAY TO PAY.	2202500704	495.00	1,809.55
20E140	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/WAREHOUSE-BUFFALO GROVE/O		495.00	
			LR5956273	DUMP AND RETURN DUMPSTERS AT BG WAREHOUSE. OKAY TO PAY.	2202500704	496.40	
20E140	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/WAREHOUSE-BUFFALO GROVE/O		496.40	
			LR6053774	TRASH REMOVAL AND RECYCLING AT EDGEWOOD. OKAY TO PAY.	2202500705	818.15	
20E020	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		818.15	
1031045	NORTH SHORE GAS	01/09/2025	5291824551	GAS SERVICES FOR OPERATIONS BUILDING. OKAY TO PAY.	2202500692	503.50	503.50
20E150	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/O&M Admin Building/OPER.		503.50	
1031046	SMITHEREEN PEST MANAGEMENT***	01/09/2025	3564234	DISTRICT-WIDE MONTHLY PEST CONTROL SERVICE.	2202500708	671.00	671.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				OKAY TO PAY.			
20E200	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		33.00	
20E090	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PE		46.00	
20E110	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		50.00	
20E100	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		39.00	
20E070	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		55.00	
20E060	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		60.00	
20E040	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		90.00	
20E030	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		55.00	
20E020	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		70.00	
20E010	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		46.00	
20E120	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		57.00	
20E150	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/O&M Admin Building/OPER.		70.00	
1031047	STANDARD INSURANCE COMPANY	01/09/2025	1586860001JAN25	THE STANDARD LTD JANUARY 2025 INVOICE	2502500200	684.76	684.76
10E200	2610 2210 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/LIFE INS		684.76	
1031048	T MOBILE	01/09/2025	969580760010325	STUDENT HOTSPOTS #969580760	5552500039	3,980.00	5,594.90
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		3,980.00	
			972282849122124	STUDENT HOTSPOTS #972282849	5552500069	1,500.00	
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		1,500.00	
			97430400501032025	CELL BOOSTERS #974304005	5552500035	114.90	
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		114.90	
1031049	WILLSCOT/WILLIAMS SCOTSMAN	01/09/2025	9022488022	ANNUAL EQUIP WINTERIZE FOR COTTAGE LEARNING AT SHERWOOD: INV#8024 AND #8022 OK TO PAY	2202500717	280.00	560.00
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		280.00	
			9022488024	ANNUAL EQUIP WINTERIZE FOR COTTAGE LEARNING AT SHERWOOD: INV#8024 AND #8022 OK TO PAY	2202500717	280.00	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		280.00	
1031050	XEROX FINANCIAL SERVICES	01/09/2025	6637379	COPIER EXPENSE - DISTRICT WIDE - BLANKET PO - FY25	5552500015	625.00	15,212.42

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2220 3000 03 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		625.00	
			6647111	COPIER EXPENSE - DISTRICT WIDE - BLANKET PO - FY25	5552500015	14,587.42	
10E200	2220 3000 03 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		14,587.42	
1031051	ZOOM VIDEO COMMUNICATIONS, INC	01/09/2025	INV286367297	TELEPHONE	5552500008	292.31	292.31
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		292.31	
			16	Computer	Check(s) For a Total of		97,048.23

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	16	Computer	Checks For a Total of	97,048.23
Total For	16	Manual, Wire Tran, ACH & Computer	Checks	97,048.23
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	97,048.23

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	21,784.39	21,784.39
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	75,263.84	75,263.84

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500249	REBECCA CONDON	01/08/2025	12162024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500295	86.23	86.23
10E200	2210 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		86.23	
				1 ACH	Check(s) For a Total of		86.23

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	86.23
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran, ACH & Computer Checks		86.23
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	86.23

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	86.23	86.23

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500248	SHANNON RUIZ CROSSWHITE	01/07/2025	12132024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500294	88.44	88.44
10E200	2210 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		88.44	
				1 ACH	Check(s) For a Total of		88.44

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	88.44
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran, ACH & Computer Checks		88.44
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	88.44

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	88.44	88.44

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500243	SARAH GORD	01/07/2025	12182024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500291	73.16	73.16
10E200 2210 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S			73.16	
242500244	SARAH HUXHOLD	01/07/2025	12132024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500289	127.23	127.23
10E200 2210 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S			127.23	
242500245	SARAH JABLONSKI	01/07/2025	10222024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500290	6.97	6.97
10E200 2210 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S			6.97	
242500246	MELISSA OROZCO	01/07/2025	12132024	2024-2025 - PURCHASED SERVICES - MILEAGE	2102500288	17.69	17.69
10E200 2210 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S			17.69	
242500247	ROBERT QASABIAN	01/07/2025	12172024	MILEAGE	5552500180	57.57	57.57
10E200 2220 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC			57.57	
5    ACH    Check(s) For a Total of							282.62

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	5	ACH	Checks For a Total of	282.62
	0	Computer	Checks For a Total of	0.00
Total For	5	Manual, Wire Tran, ACH & Computer Checks		282.62
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	282.62

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	282.62	282.62

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500235	ADRIANA CASTREJON	01/06/2025	12102024	SPECIAL ED TRAVEL - MILEAGE REIMBURSEMENT - JULY 1, 2024 - DEC 31, 2024	2122500296	99.23	99.23
	10E200 1200 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		99.23	
242500236	ALEC GIBRICK	01/06/2025	11252024	AlecGibrick/Mileage/WT	1102500044	28.01	28.01
	10E110 1100 3000 30 000000			EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/PURCHASED		28.01	
242500237	REBECCA HANSEN	01/06/2025	000338977	TUITION REIMBURSEMENT PER THE ADMIN CONTRACT FY 2024-2025	2502500199	1,800.00	1,800.00
	10E200 2210 2300 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./TUITION REI		1,800.00	
242500238	ELIZABETH HODGE	01/06/2025	0724122024	SPECIAL ED - MILEAGE - JULY 1, 2024 - DECEMBER 31, 2024	2122500293	212.26	212.26
	10E200 1200 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		212.26	
242500239	JENNIFER MARTIN	01/06/2025	12182024	SPECIAL ED TRAVEL - MILEAGE REIMBURSEMENT - JULY 1, 2024 - DEC 31, 2024	2122500295	139.29	139.29
	10E200 1200 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		139.29	
242500240	NIHIP	01/06/2025	JANUARY2025	NIHIP JANUARY 2025 INVOICE	2502500198	801,838.77	801,838.77
	10E200 2610 2220 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL		756,803.17	
	10E200 2610 2230 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/DENTAL I		45,035.60	
242500241	JESSICA SHARE	01/06/2025	12192024	MILEAGE REIMBURSEMENT FOR IN DISTRICT TRAVEL JESSICA SHARE - DECEMBER	802500052	18.22	18.22
	10E080 1100 1000 19 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SALARIES/OTHER		18.22	
242500242	REBECCA WAXMAN	01/06/2025	12182024	SPECIAL ED TRAVEL - MILEAGE REIMBURSEMENT - JULY 1, 2024 - DEC 31, 2024	2122500294	257.47	257.47
	10E200 1200 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		257.47	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				8 ACH	Check(s) For a Total of		804,393.25

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	8	ACH	Checks For a Total of	804,393.25
	0	Computer	Checks For a Total of	0.00
Total For	8	Manual, Wire Tran, ACH & Computer Checks		804,393.25
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	804,393.25

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	804,393.25	804,393.25

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500233	SYDNEE MCDERMOTT	01/02/2025	N0046546112032024	2024-2025 TUITION REIMBURSEMENT PER THE ADMIN CONTRACT	2502500196	1,725.00	1,725.00
10E200	2210 2300 35 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./TUITION REI			1,725.00	
242500234	KEVIN RYAN	01/02/2025	10172024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500285	147.87	147.87
10E200	2210 3000 30 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S			147.87	
				2 ACH	Check(s) For a Total of		1,872.87

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	2	ACH	Checks For a Total of	1,872.87
	0	Computer	Checks For a Total of	0.00
Total For	2	Manual, Wire Tran, ACH & Computer	Checks	1,872.87
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	1,872.87

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	1,872.87	1,872.87

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500231	ALEC GIBRICK	12/20/2024	12192024	WT/Mileage/AlecGib rick	1102500046	6.63	6.63
10E110	1100 3000 30 000000		EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/PURCHASED			6.63	
242500232	REBECCA HANY	12/20/2024	JULY-DEC2024	BECKY HANY TRAVEL REIMBURSEMENT	2502500195	398.10	398.10
10E200	2520 3000 30 000000		EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED			398.10	
				2 ACH	Check(s) For a Total of		404.73

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	2	ACH	Checks For a Total of	404.73
	0	Computer	Checks For a Total of	0.00
Total For	2	Manual, Wire Tran, ACH & Computer Checks		404.73
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	404.73

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	404.73	404.73

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount		
242500226	LEAH KIMMELMAN	12/20/2024	12122024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500281	115.64	115.64		
10E200 2210 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		115.64			
242500227	KIM MOLLERDINO	12/20/2024	12202024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500282	190.88	190.88		
10E200 2210 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		190.88			
242500228	ALEXIS ROBINSON	12/20/2024	12202024	2024-2025 - PURCHASED SERVICES - PD	2102500280	149.68	149.68		
10E200 2210 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		149.68			
242500229	EMMANUEL SAJUAN	12/20/2024	12182024	MILEAGE	5552500176	81.15	81.15		
10E200 2220 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		81.15			
242500230	SALLY STRAUS	12/20/2024	12202024	2024-2025 - PURCHASED SERVICES - TRAVEL	2102500283	111.42	111.42		
10E200 2210 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		111.42			
						5	ACH	Check(s) For a Total of	648.77

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1031029	AT&T	12/20/2024	4091236905	INTERNET SERVICES NW	5552500178	3,573.45	3,573.45
10E200	2220 3261 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PHONE SECURITY/N		3,573.45	
1031030	COMMONWEALTH EDISON	12/20/2024	361541300012042024	ELECTRIC SERVICES AT VITI BUILDING. SERVICE DATES 11/4/24 - 12/4/24. OKAY TO PAY.	2202500652	202.70	23,860.20
20E130	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/VITI BUILDING/OPER. & MAI		202.70	
			835642700012052024	ELECTRICAL SERVICES AT OAK TERRACE. PAST DUE AMOUNT \$16,806.43. CURRENT AMOUNT DUE \$\$6,851.07. TOTAL AMOUNT DUE \$23,657.50. OKAY TO PAY.	2202500658	23,657.50	
20E070	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		23,657.50	
1031031	NORTH SHORE GAS	12/20/2024	5288230563	GAS SERVICES AT BUFFALO GROVE WAREHOUSE. OKAY TO PAY.	2202500653	331.29	1,118.06
20E140	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/WAREHOUSE-BUFFALO GROVE/O		331.29	
			5292377607	GAS SERVICES FOR VITI AND IT WAREHOUSE. OKAY TO PAY.	2202500661	786.77	
20E200	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		676.01	
20E130	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/VITI BUILDING/OPER. & MAI		110.76	
1031032	PITNEY BOWES***	12/20/2024	80009000075614791217	POSTAGE REFILL	2502500194	2,045.99	2,045.99
10E200	1100 3000 48 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		2,045.99	
1031033	United Rentals (North America)	12/20/2024	203895023-038	Monthly CONTAINER RENTAL FOR SHERWOOD SCHOOL. SS FROM 12/10/24 TO 1/7/25 OK TO PAY	2202500656	115.00	115.00
20E100	2540 3000 32 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		115.00	

5 Computer Check(s) For a Total of 30,712.70

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	5	ACH	Checks For a Total of	648.77
	5	Computer	Checks For a Total of	30,712.70
Total For	10	Manual, Wire Tran, ACH & Computer Checks		31,361.47
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	31,361.47

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	6,268.21	6,268.21
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	25,093.26	25,093.26

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount		
1031019	ACCESS ONE	12/17/2024	6597015	MANAGED IT SERVICES AND COMMUNICATIONS PROVIDER. OKAY TO PAY.	2202500647	2,858.14	2,858.14		
20E010	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		153.17			
20E020	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		395.67			
20E030	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		274.25			
20E040	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		517.43			
20E060	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		274.25			
20E070	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		274.25			
20E090	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PH		274.25			
20E100	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		153.17			
20E110	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		274.25			
20E120	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		267.45			
1031020	COMCAST BUSINESS+++	12/17/2024	226146556	INTERNET SVC - SCHOOL BUILDINGS	5552500169	17,561.16	17,561.16		
10E200	2220 3261 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PHONE SECURITY/N		17,561.16			
1031021	COMMONWEALTH EDISON	12/17/2024	655233122212022024	ELECTRIC SERVICE AT BG WAREHOUSE. SERVICE FROM 10/31/24 THROUGH 12/2/24. OKAY TO PAY.	2202500643	594.83	594.83		
20E140	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/WAREHOUSE-BUFFALO GROVE/O		594.83			
1031022	LAKESHORE RECYCLING SYSTEMS	12/17/2024	LR5956272	TRASH REMOVAL AND RECYCLING AT OPERATIONS BUILDING. OKAY TO PAY.	2202500642	213.14	213.14		
20E150	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/O&M Admin Building/OPER.		213.14			
1031023	T MOBILE	12/17/2024	97430400512032024	CELL BOOSTERS #974304005	5552500035	114.90	114.90		
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		114.90			
1031024	XEROX FINANCIAL SERVICES	12/17/2024	6619105	COPIER EXPENSE - DISTRICT WIDE - BLANKET PO - FY25	5552500015	233.47	233.47		
10E200	2220 3000 03 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		233.47			
						6	Computer	Check(s) For a Total of	21,575.64

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	6	Computer	Checks For a Total of	21,575.64
Total For	6	Manual, Wire Tran, ACH & Computer Checks		21,575.64
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	21,575.64

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	17,909.53	17,909.53
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	3,666.11	3,666.11

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
242500221	VANESSA P DUGO	12/17/2024	12122024	MILEAGE REIMBURSEMENT FOR DUGO/VD/NW	602500172	25.79	25.79
10E060	1100 3000 30 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		25.79	
				1 ACH	Check(s) For a Total of		25.79

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	25.79
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran, ACH & Computer Checks		25.79
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	25.79

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	25.79	25.79

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REPORT SPECIFICATIONS  
DISTRICT: NORTH SHORE SCHOOL DISTRICT 112  
REPORT TITLE:  
PROGRAM NAME: fin/3apcci12. TIME: 9:36:23 AM  
COPIES: 1 LPI: 6  
RUN ON SERVER: yes CREATE ASCII FILE: NO  
\*\*\*\*\*

Begin Date: 11/01/2024

Through Date: 11/30/2024

Page Break: no

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Holly Colin1	11/26/2024	SUPT INNOVATION ACCOUNT	PY HEART OF /REBILL	3,300.00
	11/26/2024	IDEA PROF DEV - CASE CONFERENCE	THE PUBLIC KIT/REBILL	93.00
	11/26/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	UBER TRIP /REBILL	19.31
	11/26/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	UBER TRIP/REBILL	30.93
	11/26/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	UBER TRIP/REBILL	61.12
	11/25/2024	Board Travel	HYATT REGENCY CHICAGO	189.24
	11/25/2024	STUDENT SERVICES SUPPLIES -- MEETING	HYATT REGENCY CHICAGO	12.96
	11/25/2024	SPECIAL ED TRAVEL	SPOTHERO 844-356-8054	59.22
	11/19/2024	SPECIAL ED SUPPLIES - REFUND	PAYPAL EAPENTERPRI	-756.00
	11/18/2024	HOLLY COLIN	PY HEART OF /FRD ADJ	-3,300.00
	11/18/2024	IDEA PROF DEVELOPMENT - TRANSACTION CANCELLED IN ERROR	THE PUBLIC KIT/FRD ADJ	-93.00
	11/18/2024	IDEA PROF DEVELOPMENT -TRANSACTION CANCELLED IN ERROR	UBER TRIP /FRD ADJ	-19.31
	11/18/2024	IDEA PROF DEV - CASE CONFERENCE EXPENSES	UBER TRIP/FRD ADJ	-30.93
	11/18/2024	IDEA PROF DEVELOPMENT - TRANSACTION CANCELLED IN ERROR	UBER TRIP/FRD ADJ	-61.12
	11/12/2024	Delivery Fee - will be refunded back next month	EXPEDITED CARD DELIVERY	25.00
			Total Credit Card Amount	-469.58
Kevin Ryan2	11/25/2024	Credit from fraud charge	FRD ADJ/JUNIOR S DIESEL	-9,803.27
	11/25/2024	FRAUD CHARGE CREDIT	FRD ADJ/QUEEN JEWELRY	-3,730.00
	11/25/2024	Credit from fraud charge	FRD ADJ/WEST TEXAS GOLF	-10,414.00
	11/22/2024	RETURN FOR DAMAGED GOODS	TARGET.COM	-11.72
			Total Credit Card Amount	-23,958.99
Jessica Dubois	11/18/2024	FRIENDSGIVING SUPPLIES	JEWEL OSCO 3459	45.77
	11/14/2024	STRATEGIC PLANNING LUNCH	PY CANSINOS PIZZERIA	161.79
	11/08/2024	PINS FOR RECOGNITION ASSEMBLY	"PINMART, INC"	164.45
			Total Credit Card Amount	372.01
Lilli Melamed1	11/27/2024	staff meal during conferences	TST DONATIS PIZZA - LA	737.18
	11/21/2024	PD Multilingual conference	THE CENTER THE CENTER	570.00
	11/18/2024	Lunch for psychs for psych week	JIN 28.	36.08
	11/15/2024	Pizza for Parent Function	DOMINOS 2765	127.39
	11/01/2024	Social Emotional program	IN KNOWTICE	3,935.00
			Total Credit Card Amount	5,405.65
Enrique Castro	11/25/2024	T&L Supplies & Materials - STEM	HOMEDPOT.COM	69.00
	11/25/2024	T&L Supplies & Materials -MATH	MATH LEARNING CENTER	20.00
	11/22/2024	T&L PURCHASED SERVICES - PD	PIEROS PIZZA-IL - MOTO	213.38
	11/19/2024	SPECIAL ED SUPPLIES	TARGET 00011684	86.38

District Card Name	Trans Date	Transaction Description	Where Used	Amount
	11/18/2024	TITLE III - PURCHASED SERVICES - PD	COMIDA BUENA	18.83
	11/18/2024	TITLE III - PROF DEVELOPMENT	EL FAROL	353.19
	11/18/2024	TITLE III - PROF DEVELOPMENT	INN ON THE ALAMEDA	841.49
	11/18/2024	TITLE III - PROFESSIONAL DEVELOPMENT	INN ON THE ALAMEDA	841.49
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	INN ON THE ALAMEDA	841.49
	11/18/2024	ENRIQUE CASTRO	INN ON THE ALAMEDA	841.49
	11/18/2024	TITLE III - PROFESSIONAL DEVELOPMENT	INN ON THE ALAMEDA	841.49
	11/18/2024	TITLE III - PROF DEVELOPMENT	INN ON THE ALAMEDA	841.49
	11/18/2024	TITLE III - PURCHASED SERVICES - PD	LA FONDA ON THE PLAZA	179.84
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	LYFT RIDE FRI 7AM	9.68
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	LYFT RIDE SAT 10AM	125.83
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	LYFT RIDE SAT 8AM	7.73
	11/18/2024	TITLE III - PURCHASED SERVICES - PD	PANDA EXPRESS	18.44
	11/18/2024	TITLE III PURCHASED SERVICES - PD	TST PLAZA CAFE DOWNTOW	274.64
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	UBER TRIP	13.98
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	UBER TRIP	21.98
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	UBER TRIP	122.96
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	UBER TRIP	14.99
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	UBER TRIP	16.15
	11/18/2024	TITLE III PROFESSIONAL DEVELOPMENT	UBER TRIP	22.59
	11/15/2024	TITLE III - Purchased Services - PD	DEL CHARRO	52.19
	11/15/2024	TITLE III - PURCHASED SERVICES - PD	HERVE WINE BAR	54.95
	11/15/2024	TITLE III - SUPPLIES & MATERIALS	SQ VELAZQUEZ PRESS	39.95
	11/15/2024	TITLE III - PURCHASED SERVICES - PD	TIA SOPHIA'S RESTAURAN	166.82
	11/15/2024	TITLE III - PURCHASED SERVICES - PD	TST BOXCAR CAFE SANTA	84.37
	11/15/2024	TITLE III - PURCHASED SERVICES - PD	TST FRENCH PASTRY SHOP	39.65
	11/14/2024	TITLE III - PURCHASED SERVICES - PD	TOMASITA'S SANTA FE	141.65
	11/14/2024	TITLE III - PROFESSIONAL DEVELOPMENT	UBER TRIP	97.63
	11/14/2024	TITLE III PROFESSIONAL DEVELOPMENT	UBER TRIP	15.74
	11/14/2024	TITLE III - PROF DEVELOPMENT	UBER TRIP	84.97
	11/13/2024	SPECIAL ED SUPPLIES	TARGET 00011684	18.96
			Total Credit Card Amount	7,435.41
Nicole Scofield	11/18/2024	SLP MONTHLY MEMBERSHIP	ULTIMATE SLP	12.95
			Total Credit Card Amount	12.95
Alexis Robinson	11/29/2024	SUPPLIES FOR DAY OF GIVING FOUNDATION GRANT AT NW	WALMART.COM 8009256278	39.76
	11/25/2024	BREAKFAST FOR 3 PEOPLE IN THE AIRPORT ON 11/22/24	AUSTIN AIRPORT-F&B	38.70
	11/25/2024	HOTEL FOR VAL IN AUSTIN	OMNI AUSTIN DOWNTOWN	943.02

District Card Name	Trans Date	Transaction Description	Where Used	Amount
	11/25/2024	HOTEL FOR LEXI IN AUSTIN FOR CONFERENCE	OMNI AUSTIN DOWNTOWN	943.02
	11/25/2024	HOTEL FOR KIM IN AUSTIN FOR CONFERENCE	OMNI AUSTIN DOWNTOWN	943.02
	11/25/2024	UBER FROM HOTEL TO AIRPORT ON 11/22 FOR 3 PEOPLE	UBER TRIP	48.39
	11/25/2024	LUGGAGE FOR KIM	UNITED 0164451133931	40.00
	11/25/2024	BAGGAGE CHARGE FOR LEXI TRAVEL	UNITED 0164451134108	40.00
	11/25/2024	VAL LUGGAGE CHARGE AUSTIN, TX	UNITED 0164451134215	40.00
	11/22/2024	LUNCH FOR 2 PEOPLE WHILE TRAVELING IN TEXAS FOR PD	TST BBG'S	68.33
	11/22/2024	LUNCH FOR 3 IN AUSTIN, TX ON 11/21/24	TST EUREKA RESTAURANT	92.98
	11/22/2024	DINNER FOR 3 ON 11/21 IN AUSTIN TEXAS	TST THE GROVE - DOWNTOWN	89.63
	11/21/2024	DINNER FOR 3 FOR PD TRAVEL	IRON CACTUS MEXICAN GR	85.59
	11/21/2024	DINNER FOR 3 PEOPLE FOR TRAVEL IN TEXAS	TST VESPAIO	95.02
	11/21/2024	LEXI LUGGAGE CHARGE FOR TRAVEL	UNITED 01644503966416	40.00
	11/21/2024	KIM LUGGAGE FEE FOR TRAVEL TO TEXAS	UNITED 01644503966490	40.00
	11/21/2024	LUGGAGE CHARGE FOR VAL FOR TRAVEL TO TEXAS	UNITED 01644503970583	40.00
	11/20/2024	DINNER FOR LEXI, VAL AND KIM FOR PD TRAVEL	PRONTO'S ORD AIRPORQPS	46.74
	11/20/2024	SCIENCE MATERIALS	SCHOOL SPECIALTY ECOMM	13.45
	11/20/2024	OBER FRON AIRPORT TO HOTEL FOR PD TRAVEL	UBER TRIP	50.61
	11/11/2024	SCIENCE MATERIALS	SCHOOL SPECIALTY ECOMM	400.56
			Total Credit Card Amount	4,138.82
Audrey Schulman	11/18/2024	HOTEL JAC24 - ITKIN	HILTON ADVPURCH8002367	698.17
			Total Credit Card Amount	698.17
Northwood Middle	11/26/2024	DINNER PURCHASED FOR STAFF DURING PT CONFERENCES/WK/NW	TST BELLA VIA RISTORA	965.00
	11/25/2024	ORGANIZATIONAL CABINET FOR COOKING CLUB/NB/NW	CONTAINERSTORE.COM	278.38
	11/20/2024	DINNER PURCHASED FOR STAFF PRESENTING AT THE BOARD MEETING	CLUCKERS CHARCOAL CHIC	165.00
	11/20/2024	PLATES, TABLECLOTHS AND CUTLERY NEEDED FOR CONF DINNER/WK/NW	WAL-MART #1489	97.59
	11/19/2024	YEAST PURCHASED FOR A SCIENCE LAB/AS/NW	WM SUPERCENTER #1735	79.20
	11/18/2024	UBER TRIP FROM OHARE TO BARBAS HOUSE AFTER COSECHA CONFERENCE	UBER TRIP	48.92
	11/15/2024	BARBA PURCHASE WIFI ON FLIGHT TO COSECHA CONFERENCE/NB/NW	UA INFLT 01644488797593	8.00
	11/14/2024	UBER FROM BARBAS HOUSE TO OHARE FOR COSECHA CONFERENCE/NB/NW	UBER TRIP	59.91
	11/07/2024	COOKING CLUB ITEMS NEEDED FOR RECIPE/NB/NW	TRADER JOE S #682	45.25
			Total Credit Card Amount	1,747.25
William Kaplan	11/13/2024	ROBOTICS SHIRTS FOR FREE AND REDUCED STUDENTS ON TEAM/EH/NW	FSP AMERICAN OUTFITTER	144.00
	11/13/2024	WATER SYSTEM IN THE UPSTAIRS KITCHEN/JS/NW	READYREFRESH/WATERSERV	60.27
			Total Credit Card Amount	204.27
Michael Lubelfeld	11/29/2024	AIRFARE REFUND/CANCELATION	AMERICAN 00121600151272	-258.48

District Card Name	Trans Date	Transaction Description	Where Used	Amount
	11/29/2024	REFUND AIRFARE CANCELAN	UNITED 01624059693756	-196.47
	11/27/2024	AIRFARE AASA NCE CONF. LUBELFELD	AMERICAN 0012194337674	608.95
	11/27/2024	PODCAST SERVICES	DESCRIPT	4.66
	11/25/2024	PROFFESIONAL DEVELOPMENT - LUBELFELD	COURSRA 7PM34MIWXFXW5W	29.00
	11/25/2024	TRANSPORTATION - JAC24 - LUBELFELD	CURB CHI TAXI	11.75
	11/25/2024	LUNCH JAC24 FOR ADMIN/BOE	HYATT REGENCY CHICAGO	576.72
	11/25/2024	TRANSPORTATION - JAC24 - LUBELFELD	METRA - 2	13.50
	11/25/2024	TRANSPORTATION - JAC24 - LUBELFELD	UBER TRIP TRIP	76.56
	11/22/2024	TRANSLATION SERVICES	HEYGEN TECHNOLOGY INC.	828.00
	11/22/2024	AIRLINE WIFI-LUBELFELD	UAL INFLT WIFIONBOARD	8.00
	11/18/2024	AIRFARE AASA AI CONF. - LUBELFELD	AMERICAN 00171363614236	124.48
	11/18/2024	AIRFARE SEAT FEE	AMERICAN 00183157087083	29.71
	11/18/2024	PROFESSIONAL DEVELOPMENT - LUBELFELD	AMERICAN ASSOC OF SCHO	489.00
	11/18/2024	AIRFARD BOOKING FEE	EXPEDIA 72965681282230	4.33
	11/18/2024	ARIFARE AASA CONF. LUBELFELD	UNITED 01624367578890	138.48
	11/18/2024	AIRFARE SEAT FEE	UNITED 01644496681203	38.99
	11/11/2024	TRANSLATION SERVICES	PAYPAL JOEYBRONNER	7.99
	11/06/2024	PROFESSIONAL DEVELOPMENT - LUBELFELD	AMERICAN ASSOC OF SCHO	200.00
	11/01/2024	PODCAST SERVICES	DESCRIPT	35.00
	11/01/2024	PODCASTING SERVICE	"RIVERSIDEFM, INC."	288.00
	11/01/2024	LUNCH STRATEGIC PLAN CONSULTANTS	TAQUERIA LOS MOGOTES D	81.39
			Total Credit Card Amount	3,139.56
Dir of Operations5	11/29/2024	FABRIC TO REPAIR COUCHES--NO RECEIPT	SQ METRO UPHOLSTERY S	634.00
	11/20/2024	LG-75" CLASS UT70 SERIES LED SMART TV	BESTBUYCOM806989478807	549.99
	11/20/2024	LG-75" CLASS UT70 SERIES LED SMART TV	BESTBUYCOM806989478807	1,649.97
	11/15/2024	REFRIGERATOR	ABT ELECTRONICS	699.01
	11/13/2024	STRIPE PARKING LOT AT ELM PLACE.	SQ FIVE STAR PAVING	1,200.00
	11/07/2024	BOILER INSPECTION AT INDIAN TRAIL	IL FIRE MARSHAL FEE	204.50
	11/06/2024	BOOM, SCISSOR AND LIFT TRAINING FOR OPERATIONS EMPLOYEES	ALL PURPOSE CRANE TRAI	1,995.00
	11/01/2024	SEAL COAT AT INDIAN TRAIL	SQ FIVE STAR PAVING	1,500.00
			Total Credit Card Amount	8,432.47
Dante Gates	11/20/2024	WHITE COVER, NECK LIGHT	THE HOME DEPOT #1926	37.24
	11/15/2024	LG 43" SMART TV	BESTBUYCOM806988121330	229.99
	11/11/2024	INSPECTION CAMERA KIT	THE HOME DEPOT #1926	229.00
			Total Credit Card Amount	496.23
Susana Rabin	11/04/2024	CHRISTMAS GIFTS FOR BUS DRIVERS	POSITIVE PROMOTIONS	1,683.65
			Total Credit Card Amount	1,683.65

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Ben Finfer	11/25/2024	PLAQUE PURCHASED	PLAQUEMAKER	63.74
	11/13/2024	SPOT HERO PARKING PAID FOR CONFERENCE	SPOTHERO 844-356-8054	62.29
	11/11/2024	SUPPLIES PURCHASED FROM CANVA	CANVA I04329-51458337	101.50
	11/07/2024	HIRED GRAPHIC DESIGNER TO REDO NW MASCOT	UPWORK -750360229	792.49
			Total Credit Card Amount	1,020.02
Jeremy Davis	11/25/2024	NEIASBO MEMBERSHIP DUES FY2024-2025	SQ NEIASBO	200.00
	11/20/2024	CERTIFICATE OF ACHIEVEMENT REVIEW FEE FY2024	GOVERNMENT FINANCE OFF	460.00
	11/19/2024	DOCHUB YEARLY SUBSCRIPTION	DOCHUB	120.00
	11/08/2024	WATER SERVICES FOR DO	HINCKLEY SPRINGS	334.30
			Total Credit Card Amount	1,114.30
Louis Kotvis	11/25/2024	KAYLA MANILOW PURCHASED ITEMS TO HAVE A THANKSGIVING LUNCHEO	JEWEL OSCO 3487	84.19
	11/25/2024	MICHAEL BUSS PURCHASED COFFEE FOR ALL GRADE TEAM MEETINGS ON	STARBUCKS STORE 02471	42.60
	11/21/2024	MADDIE HENDERSON PURCHASED ITEMS FOR ALL GRADE LEVEL TEAM ME	JEWEL OSCO 3459	50.43
	11/21/2024	ILP TOOK THEIR STUDENTS ON A FIELD TRIP ON NOVEMBER 19, 2024	JEWEL OSCO 3459	114.14
	11/21/2024	SPRING MUSICAL PRODUCTION FEES FOR THE 2025 MUSICAL PURCHASE	MUSIC THEATRE INTERNAT	740.00
	11/20/2024	MADDIE HENDERSON PURCHASED ITEMS FOR ALL GRADE LEVEL TEAM ME	DOLLARTREE	10.80
	11/20/2024	JOANNE DIMITRIOU PURCHASED ITEMS FOR ALL TEAM LEADERS FOR SN	TARGET 00011684	247.05
	11/15/2024	LOUIS KOTVIS PURCHASED DRINKS FOR PSYCH APPRECIATION WEEK 2	STARBUCKS STORE 02543	12.43
			Total Credit Card Amount	1,301.64
William Kaplan2	11/21/2024	AP ORLOV REGISTERED FOR A PD/AO/NW	ILLINOIS PRINCIPALS AS	214.00
	11/21/2024	AP BARBA REGISTERED FOR A PD/NB/NW	ILLINOIS PRINCIPALS AS	214.00
	11/21/2024	AP ORLOV REGISTERED FOR A PD/AO/NW	REGIONAL OFFICE OF EDU	199.00
	11/20/2024	NO RECEIPT REVERSE CHARGE FROM POTBELLY ORDER/WK/NW	RBT POTBELLY	-0.78
	11/18/2024	ITEMS NEEDED FOR COOKING CLUB RECIPE/NH/NW	JEWEL OSCO 3475	66.58
	11/18/2024	LUNCH PURCHASED FOR SCHOOL PSYCH ON HER SCHOOL PSYCH DAY/NB	POTBELLY	19.39
			Total Credit Card Amount	712.19
Javier Arriaga	11/27/2024	FILTER, POWER MIST, GLOVES, BRUSH	MUTUAL ACE HARDWARE &	50.35
	11/14/2024	GLOVES, BUNGEE CORDS, SCREWDRIVER, TORCH LIGHTER	MUTUAL ACE HARDWARE &	46.74
	11/08/2024	BELT KIT, CHISEL, PENLIGHT, GFCI RECEPTACLE, BLADE SET	THE HOME DEPOT #1926	185.56
			Total Credit Card Amount	282.65
Accounts Payable1	11/27/2024	Charges to send checks to vendors	FEDEX474651967	529.37
	11/27/2024	Charges to send checks to vendors	FEDEX474830941	74.97
	11/26/2024	IASPA Annual Conference for M. Salgado	IN ILLINOIS ASSOCIATI	400.00
	11/26/2024	IASPA Annual Conference for S. Avalos	IN ILLINOIS ASSOCIATI	400.00

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	11/01/2024	Support Con Conference for S. Avalos	ILLINOIS ASSOCIATION O	280.00
			Total Credit Card Amount	1,684.34
Juan Arriaga	11/25/2024	CABLE TIE, WASHER, HARD TILE AND STONE	THE HOME DEPOT #1926	90.59
	11/18/2024	LED LAMP, ELECTRICAL TESTER	MUTUAL ACE HARDWARE &	35.98
	11/08/2024	JUAN ARRIAGA	CRAFTWOOD LUMBER & HAR	112.96
	11/04/2024	TRU-FUEL PRE MIX OIL	CRAFTWOOD LUMBER & HAR	71.97
			Total Credit Card Amount	311.50
Green Bay Adminl	11/27/2024	CONFERENCE DINNER 11/23/24-DESSERT	JEWEL OSCO 3459	39.96
	11/27/2024	CONFERENCE DINNER 11/23/24-DESSERT	SUNSET FOODS #1	30.96
	11/27/2024	CONFERENCE DINNER 11/23/24	TST DONATIS PIZZA - LA	727.18
			Total Credit Card Amount	798.10
Individual Learning	11/26/2024	SPECIAL ED SUPPLIES - INDIVIDUAL LEARNING	ANNUAL MEMBERSHIP FEE	35.00
			Total Credit Card Amount	35.00
Andres Velasquez	11/04/2024	MATERIALS AND SUPPLIES (RECEIPT ILLEGIBLE)	THE HOME DEPOT #1926	181.81
			Total Credit Card Amount	181.81
Arielle Gleicher	11/29/2024	WT/food/conferences	JEWEL OSCO 3459	57.96
	11/27/2024	WTBookMatchTees	PY ULTIMATE SCREEN P	325.00
	11/26/2024	WTANNUAL MEMBERSHIP FEE	ANNUAL MEMBERSHIP FEE	35.00
	11/25/2024	WTRoboticsTees	PY ULTIMATE SCREEN P	486.00
	11/18/2024	WT/ExemplaryDay/GuestTeacherAppreciation	HIGHLAND POP LTD	237.00
	11/15/2024	WTBannersHRSandExemplary	CANVA I04335-81379156	178.00
	11/15/2024	WT/P&TConferenceDinner	TST JERUSALEM STREET	891.30
	11/07/2024	WT/ArtSupplies	DBC BLICK ART MATERIAL	29.65
			Total Credit Card Amount	2,239.91
Jamie Kahn1	11/26/2024	Staff Sweatshirt Order	PY ULTIMATE SCREEN P	30.50
	11/26/2024	Lego Robotics Shirts	PY ULTIMATE SCREEN P	228.00
	11/25/2024	Conference Lunch	TST MICHAELS GRILL & S	687.81
			Total Credit Card Amount	946.31
Red Oak Principal	11/26/2024	TEACHER'S LUNCH	RBT THE MEAN WIENER	-24.73
	11/20/2024	Teacher's Lunch school accomplishments	THE MEAN WIENER	618.25
	11/18/2024	GARGE TWICE	TARGET 00011684	246.05
	11/18/2024	SCHOOL SUPPLIES	TARGET 00011684	-246.05

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	11/18/2024	SCHOOL SUPPLIES	TARGET 00011684	246.05
	11/18/2024	SCHOOL SUPPLIES	THE UPS STORE 1714	30.00
	11/01/2024	SCHOOL SUPPLIES	THE HOME DEPOT #1926	62.61
			Total Credit Card Amount	932.18
Ravinia Principal	11/29/2024	ULTIMATE SCREEN PRINTING - ROBOTICS	PY ULTIMATE SCREEN P	702.00
	11/21/2024	WALMART - CONFERENCES	WM SUPERCENTER #1404	121.74
	11/06/2024	CANVA - BANNER	CANVA I04327-8840302	76.50
			Total Credit Card Amount	900.24
Edgewood School	11/14/2024	Payment Received for Women in School Leadership: Allyship, C	REGIONAL OFFICE OF EDU	199.00
	11/13/2024	PORTIA RANSOM ORDERED A SWEET TRAY FOR STAFF MEETING AFTER S	ONCE UPON A BAGEL	112.09
	11/13/2024	EUNICE PANIAGUA PURCHASED TREATS/SNACKS FOR STAFF MEETING ON	TARGET 00011684	105.71
	11/11/2024	PORTIA RANSOM PURCHASED BREAKFAST FOR STUDENT/PARENTS/STAFF	ONCE UPON A BAGEL HP	743.70
	11/05/2024	MADDIE HENDERSON PURCHASED SUPPLIES FOR THE CHEERLEADING SQU	AMAZON MARK Y49VL17D3	34.98
	11/05/2024	LISA ADAMS PURCHASED SUPPLIES FOR THE 2024 FALL PLAY.	THE HOME DEPOT #1926	36.19
	11/04/2024	LISA ADAMS PURCHASED SUPPLIES FOR THE FALL 2024 PLAY.	MICHAELS STORES 1266	16.97
	11/04/2024	SARAH GLAZIER SIGNED UP FOR A PD ON 12/10/24 - DR. MONICA BU	THE CENTER THE CENTER	190.00
	11/04/2024	LISA ADAMS PURCHASED SUPPLIES FOR THE 2024 FALL PLAY.	THE HOME DEPOT #1904	175.27
	11/01/2024	KAYLA MANILOW PURCHASED SUPPLIES FOR HER SAIL STUDENTS ON 10	JEWEL OSCO 3465	25.45
			Total Credit Card Amount	1,639.36
Student Services	11/11/2024	HEALTH SERVICES - SUPPLIES	ILLINOIS SUPPLY COMPAN	362.24
	11/11/2024	SUPT INNOVATION ACCOUNT - ADDED BACK IN	PY HEART OF THE CITY	3,300.00
	11/11/2024	IDEA PROF DEVELOPMENT - CASE CONFERENCE	STAYBRIDGE SUITES SAVA	687.30
	11/11/2024	IDEA PROF DEVELOPMENT - CASE CONFERENCE	STAYBRIDGE SUITES SAVA	687.30
	11/11/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	STAYBRIDGE SUITES SAVA	687.30
	11/11/2024	IDEA PROF DEVELOPMENT - CONFERENCE EXPENSES	THE PUBLIC KITCHEN BA	93.00
	11/11/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	UBER TRIP	20.94
	11/11/2024	IDEA PROF DEVELOPMENT - CASE CONFERENCE EXPENSES	UBER TRIP	19.95
	11/11/2024	IDEA PROF DEVELOPMENT - CASE CONFERENCE EXPENSES	UBER TRIP	5.00
	11/08/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	TST THE COTTON EXCHANG	66.96
	11/08/2024	IDEA PROF DEVELOPMENT - CASE CONFERENCE EXPENSES	UBER TRIP	30.93
	11/08/2024	IDEA PROF DEVELOPMENT - CASE CONFERENCE EXPENSES	UBER TRIP	61.12
	11/07/2024	SPECIAL ED SUPPLIES - SAFETY HARNESS	EASY WAY SAFETY SERVIC	378.00
	11/07/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	SAINT BIBIANA	133.28
	11/07/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	UBER TRIP	16.94
	11/07/2024	IDEA PROF DEV - CASE CONF - NOV 2024	UBER TRIP	20.83
	11/07/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	UBER TRIP	20.97

District Card Name	Trans Date	Transaction Description	Where Used	Amount
	11/07/2024	IDEA PROF DEV - CASE CONFERENCE - NOV 2024	UBER TRIP	28.93
	11/07/2024	IDEA PROF DEVELOPMENT - CASE CONFERENCE EXPENSES	UBER TRIP	19.31
	11/01/2024	IDEA PROF DEV - IAASE CONFERENCE	"TST STACKS BREAKFAST,"	56.51
	11/01/2024	IDEA PROF DEV - WORKSHOP - K.GESHELIN	WWW.SELECTIVEMUTISM.OR	240.00
			Total Credit Card Amount	6,936.81
Technology	11/25/2024	INTERNET, VITI BLDG	COMCAST CHICAGO	222.95
	11/25/2024	TRIPLE I CONFERENCE	HYATT REGENCY CHICAGO	17.93
	11/25/2024	TRIPLE I CONFERENCE	MCDONALD'S F25088	4.35
	11/22/2024	SUPPLIES	JEWEL OSCO 3464	51.62
	11/19/2024	ICLOUD JWICKHAM	APPLE.COM/BILL	2.99
	11/14/2024	ILICUG CONFERENCE MATT PRINS	EP 11TH ANNUAL ILLINO	300.00
	11/13/2024	MONTHLY FEE	OPENAI CHATGPT SUBSCR	20.00
	11/13/2024	TRIPLE I CONFERENCE	SPOTHERO 844-356-8054	62.29
	11/11/2024	PROJECT MGT SOFTWARE	ASANA.COM	228.67
	11/05/2024	INTERNET SVC	COMCAST CHICAGO	129.95
	11/04/2024	JEREMY WICKHAM	AMAZON WEB SERVICES	36.27
	11/04/2024	MONTHLY FEE	DMARC DIGESTS	10.00
			Total Credit Card Amount	1,087.02
Teaching & Learning	11/20/2024	FRAUD - will receive a credit	JUNIOR S DIESEL REPAIR	9,803.27
	11/20/2024	FRAUD - will receive a credit	QUEEN JEWELRY	3,730.00
	11/20/2024	FRAUD - will receive a credit	WEST TEXAS GOLF CARS	10,414.00
	11/19/2024	FOUNDATION GRANT DAY OF GIVING	TARGET.COM	34.66
	11/19/2024	MULTILINGUAL CONFERENCE FOR ALEXANDRA GORODISKI	THE CENTER THE CENTER	225.00
	11/15/2024	TROPHIES FOR ROBOTICS COMPETITION FOR BILL STAINBACH	CROWN AWARDS INC	184.75
	11/13/2024	DINNER FOR BPAC MEETING FOR ENRIQUE CASTRO	PIEROS PIZZA-IL - MOTO	375.83
	11/13/2024	PD LUNCH FOR MATH TEACHERS PD	SUNSET FOODS #1	259.04
	11/11/2024	TOOLS 4 READING BOOKS FOR LEAH	95 PERCENT GROUP	330.00
	11/11/2024	STEM ORDER	SP GLOWFORGE STORE	40.00
	11/11/2024	FOLDERS FOR ENRIQUE	STAPLS7645212187000001	35.78
	11/08/2024	DAY OF GIVING FOUNDATION GRANT	WALMART.COM 8009256278	351.84
	11/07/2024	FOUNDATION GRANT PURCHASE DAY OF GIVING	WALMART.COM 8009256278	43.98
			Total Credit Card Amount	25,828.15
Personnel	11/07/2024	WORKSHOP REGISTRATION FOR M. SCHROEDER	REGIONAL OFFICE OF EDU	199.00
			Total Credit Card Amount	199.00
Rachel Filippi	11/25/2024	IDEA PROF DEVELOPMENT - IAASE WORKSHOP - RF	IAASE	200.00

District Card Name	Trans Date	Transaction Description	Where Used	Amount
	11/25/2024	IDEA - PROF DEV - IAASE CONFERENCE - RF	IAASE	375.00
	11/19/2024	SPECIAL ED TRANSPORTATION - PARENT MEETING	BC UBER CASH	100.00
	11/18/2024	STUDENT SERVICES SUPPLIES - REFUND	RBT THE MEAN WIENER	-8.52
	11/14/2024	HEALTH SERV SUPPLIES - REFUND FOR OVERCHARGED CPR CLASSES	CPR NATIONALCPR	-523.25
	11/14/2024	HEALTH SUPPLIES - CPR FIRST AID CLASSES	CPR NATIONALCPR	1,046.50
	11/14/2024	SPECIAL ED SUPPLIES - COOKING (CREDIT)	TARGET.COM	-2.69
	11/14/2024	SPECIAL ED SUPPLIES - COOKING ILP	TARGET.COM	2.69
	11/14/2024	SPECIAL ED SUPPLIES - COOKING ILP	TARGET.COM	8.97
	11/13/2024	SPECIAL ED TRANSPORTATION - PARENT MEETING	BC UBER CASH	100.00
	11/11/2024	SPECIAL ED SUPPLIES - SAFETY HARNESES	EASY WAY SAFETY SERVIC	620.00
	11/11/2024	STUDENT SERVICES SUPPLIES - MEETING	MARIAS BAKERY CAFE	87.20
	11/11/2024	STUDENT SERVICES SUPPLIES - MEETING	THE MEAN WIENER	213.00
	11/08/2024	IDEA PROF DEV - CANCELLED IN ERROR	ILLINOIS PRINCIPALS AS	-214.00
	11/08/2024	IDEA PROF DEV - R.FILIPPI - IL PRINC	ILLINOIS PRINCIPALS AS	214.00
	11/06/2024	IDEA PROF DEVELOPMENT - R.FILIPPI	ILLINOIS PRINCIPALS AS	214.00
	11/06/2024	IDEA PROF DEV - R.FILIPPI	ILLINOIS PRINCIPALS AS	214.00
			Total Credit Card Amount	2,646.90
Indian Trail Prin	11/29/2024	ANTHONY CANDELA	Materials for Luthardt	131.66
	11/29/2024	Staff Mtgs	Staff Mtgs	18.20
	11/29/2024	Staff Mtgs	Staff Mtgs	47.42
	11/29/2024	ANTHONY CANDELA	Staff Mtgs	170.86
	11/27/2024	Materials for Mullins	Materials for Mullins	62.99
	11/27/2024	Staff Mtgs	Staff Mtgs	97.31
	11/27/2024	chess club shirts	chess club shirts	548.00
	11/18/2024	Mascot Cleaning	Mascot Cleaning	45.00
	11/18/2024	Staff Mtgs	Staff Mtgs	40.22
	11/07/2024	Staff Mtgs	Staff Mtgs	68.04
	11/07/2024	Hall Passes	Hall Passes	352.60
	11/06/2024	Materials for Library	Materials for Library	96.47
			Total Credit Card Amount	1,678.77
Kevin Saunders	11/26/2024	Staff Food for Conferences	TACOS EL NORTE HIGHWOO	1,140.35
	11/20/2024	KEVIN SAUNDERS	JEWEL OSCO 3459	87.14
	11/20/2024	KEVIN SAUNDERS	JEWEL OSCO 3459	137.14
	11/19/2024	AP Conference	REGIONAL OFFICE OF EDU	199.00
	11/19/2024	SW Branded Stickers	STICKER MULE	224.00
	11/12/2024	Labels	OFFICEMAX/OFFICEDEPT#3	10.99
	11/12/2024	KEVIN SAUNDERS	TARGET 00011684	11.94
			Total Credit Card Amount	1,810.56

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>	
Edgewood School2	11/29/2024	EUNICE PANIAGUA PURCHASED ITEMS FOR THE LUNCH THAT EDGEWOOD	JEWEL OSCO 3459	97.33	
	11/26/2024	LOUIS KOTVIS PURCHASED LUNCH FOR STAFF ON THE 11/26/24 FOR P	PORTILLOS HOT DOGS#470	1,354.91	
	11/25/2024	eunice paniagua purchased coffee and donuts for the guest te	DUNKIN #352356	33.98	
	11/22/2024	EDGEWOOD SCHOOL PURCHASED FLOWERS FOR BECKY WINTER AS A THAN	JEWEL OSCO 3459	28.05	
	11/22/2024	EDGEWOOD EUNICE PANIAGUA PURCHASED CHOCOLATES FOR GUEST TEAC	WALGREENS #3273	80.66	
	11/19/2024	THIS IS THE TRANSACTION THAT WAS QUESTIONED BY CAPITAL ONE S	COCA COLA/FRD ADJ	-1.00	
	11/19/2024	THIS IS THE TRANSACTION THAT WAS QUESTIONED BY CAPITAL ONE S	WM SUPERCENTER/FRD ADJ	-500.00	
	11/18/2024	Delivery Fee - will be refunded back next month	EXPEDITED CARD DELIVERY	25.00	
	11/18/2024	THIS IS THE TRANSACTION THAT WAS QUESTIONED BY CAPITAL ONE S	COCA COLA ORLANDO	1.00	
	11/18/2024	REIMBURSEMENT FOR TAXES THAT WERE CHARGED FOR THE EAGLE OF C	RBT ONCE UPON A BAGEL	-29.75	
	11/18/2024	EDGEWOOD SCHOOL	WM SUPERCENTER #4425	500.00	
				Total Credit Card Amount	1,590.18
	Greg Riley3	11/25/2024	LUNCH FOR OPERATIONS EMPLOYEES	BUFFO S	195.60
		11/25/2024	CEDAR WOOD SHIMS, PAINT TAPE.	CRAFTWOOD LUMBER & HAR	45.96
11/19/2024		PLAY SAND	MUTUAL ACE HARDWARE &	5.93	
11/18/2024		LUNCH FOR OPERATIONS STAFF	MEE JUN'S.	35.26	
11/15/2024		GAS CAN, PADLOCK GREASE, GREASE GUN, GLOVES	MENARDS GURNEE IL	190.59	
11/13/2024		SEAFOAM MOTOR TREATMENT	CRAFTWOOD LUMBER & HAR	12.49	
11/11/2024		CORDLESS BLINDS, PAPER WINDOW SHADE	THE HOME DEPOT #1926	269.36	
11/04/2024		FUEL PREMIX, TWO STRAP, HOOK, WEB, SPRING SNAP	MENARDS GURNEE IL	126.17	
11/04/2024		METAL T POST	THE HOME DEPOT #1926	91.84	
			Total Credit Card Amount	973.20	
Stan Paic3	11/27/2024	DOUBLE SIDED KEY	KEYTH TECHNOLOGIES	15.00	
	11/27/2024	STANDARD KEY CUT, DOUBLE SIDED KEY	KEYTH TECHNOLOGIES	17.00	
	11/21/2024	DRILL&DRIVE SET, NUT DRIVER, IMPACT BIT,S BIT HOLDER,SNIPPER	CRAFTWOOD LUMBER & HAR	128.38	
	11/20/2024	FLEX A BIT, EXTENSION BIT, TRACK SCREWS, PHILIP SMS,	CRAFTWOOD LUMBER & HAR	57.56	
	11/20/2024	CONCRETE REPAIR, CAULK, SEALANT, PUTTY KNIFE, DREMEL	MUTUAL ACE HARDWARE &	87.39	
	11/18/2024	BRACKET, BRUSH, PAINT, SHELF, DOUBLE SLOT	CRAFTWOOD LUMBER & HAR	201.97	
	11/18/2024	SCREWDRIVER,SCREWS, STUD FINDER, SHELF UNIT	THE HOME DEPOT #1926	261.75	
	11/13/2024	SCREWS, NUTS, BOLTS, FASTENERS, DRILL BIT.	CRAFTWOOD LUMBER & HAR	84.57	
	11/07/2024	SCREWS, NUTS, BOLTS, FASTENERS, ADHESIVE	CRAFTWOOD LUMBER & HAR	145.32	
	11/07/2024	METAL POST HOLDER, BEADING BIT, PAINT, BRUSH, PRIMER	CRAFTWOOD LUMBER & HAR	174.03	
	11/04/2024	PVC PIPE, WOODF SCREW, SCREWDRIVER, SEALANT, NUTS, BOLTS	CRAFTWOOD LUMBER & HAR	176.96	
	11/04/2024	SEALANT, CORNER BRACE, BIT HOLDER, SELF DRILL, LATHE	CRAFTWOOD LUMBER & HAR	60.02	
	11/04/2024	DRILL DRIVER KIT, BOLGT, FLAPWHEEL, SANDER, BUCKET, BOARD	THE HOME DEPOT #1926	206.13	
	11/01/2024	WASHER, FLAP WHEEL, POLISHING KIT, FASTENERS	MUTUAL ACE HARDWARE &	122.63	
				Total Credit Card Amount	1,738.71

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Tom Spellman3	11/29/2024	GLOVES, SCREWDRIVER, BRUSH, SOAP STONE HOLDER, BRACKET	THE HOME DEPOT #1926	155.88
	11/20/2024	UTILITY BLADE, PUSH IN UNION	CRAFTWOOD LUMBER & HAR	46.44
	11/20/2024	PENLIGHT, AA BATTERY	MUTUAL ACE HARDWARE &	56.97
	11/11/2024	PLUG DRAIN TEST, TEST PLUG SLIP, RAIN X, WINDEX	MUTUAL ACE HARDWARE &	64.56
	11/11/2024	SIKA FENCE POST MIX, DRIVE SAAE 6 POINT	THE HOME DEPOT #1926	196.68
Total Credit Card Amount				520.53
Dan Dal Pnte3	11/29/2024	SCREWS, NUTS, BOLTS, BUNGEE CORDS, BUNGEE CORDS, HOSE FITTIN	CRAFTWOOD LUMBER & HAR	62.51
	11/26/2024	HAND TRUCK, FLANE, SHRINK WRAP, FASTENERS, LYNCH PIN	MUTUAL ACE HARDWARE &	165.46
	11/25/2024	LAMP HOLDER, DRIVE & METER, WASHERS CABLE CUFF, CONDUIT, BUL	THE HOME DEPOT #1926	184.00
	11/18/2024	CABLEL CUTTER, PLUGS, LEMON CLEANER, BAG, SHEETS	MUTUAL ACE HARDWARE &	95.25
	11/15/2024	DEGREASER, HAND CLEANER, BRUSH, SCREWS, NUTS, BOLTS, PVC TEE	CRAFTWOOD LUMBER & HAR	61.58
	11/15/2024	HOSE, PAIL, FASTENERS, DRILL BIT, HEX DIE, LED LIGHT	MUTUAL ACE HARDWARE &	140.79
	11/15/2024	CLAMP, SMALL BAG, TAPE, FITTING, BRACKET	THE HOME DEPOT #1926	202.48
	11/14/2024	STUD GRADE, EXTENSION FOLDING RULER, UTILITY KNIFE	CRAFTWOOD LUMBER & HAR	39.71
	11/14/2024	SCREWS, HEXHEAD, SCREWDRIVER, LEVEL, PIN PINCH SET	THE HOME DEPOT #1926	126.11
	11/08/2024	#1 SYP WET UC4A	CRAFTWOOD LUMBER & HAR	147.96
	11/08/2024	BRUSH, TAP PLUG, CLEANING KIT, TIRE PLG KIT	MUTUAL ACE HARDWARE &	58.98
	11/08/2024	ELECTRICAL SUPPLIES, BUCKET, OUTLET BOX	THE HOME DEPOT #1926	133.74
	11/04/2024	CONNECTORS, ELECTRICAL SUPPLIES, THERMOMETER, BUNGEE CORDS	THE HOME DEPOT #1926	187.52
11/01/2024	ORGANIZER, ASSEMBLY KITS, SCREW KIT, CONDUIT, HOSE, OUTLET,	THE HOME DEPOT #1926	309.50	
Total Credit Card Amount				1,915.59
Alfredo Jurado3	11/18/2024	WRENCH AND SOCKET, BLADE FOLDING KNIFE, SCREWDRIVER	THE HOME DEPOT #1926	78.91
	Total Credit Card Amount			
Grand Total Amount				70,441.75

\*\*\*\*\* End of report \*\*\*\*\*

Check Date 12/19/2024

FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
10	1000	SALARIES	2,083,188.92
	1160	SUBSTITUTES	12,150.00
	2110	TEACHERS RETIREMENT	43,584.50
	2310	OTHER BENEFITS	1,782.94
		Fund 10 Total	2,140,706.36
20	1000	SALARIES	67,775.40
		Fund 20 Total	67,775.40
40	1000	SALARIES	3,935.67
		Fund 40 Total	3,935.67
50	2120	IMRF	22,839.22
	2130	FICA	18,785.69
	2140	MEDICARE	30,414.25
		Fund 50 Total	72,039.16
		Summary total	2,284,456.59

OBJECT SUMMARY

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1000	SALARIES	2,154,899.99
1160	SUBSTITUTES	12,150.00
2110	TEACHERS RETIREMENT	43,584.50
2120	IMRF	22,839.22
2130	FICA	18,785.69
2140	MEDICARE	30,414.25
2310	OTHER BENEFITS	1,782.94

Check Date 12/19/2024

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
	Summary total	2,284,456.59

\*\*\*\*\* End of report \*\*\*\*\*

Check Date 12/18/2024

FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
10	1000	SALARIES	9,727.50
	2110	TEACHERS RETIREMENT	121.59
		Fund 10 Total	9,849.09
50	2140	MEDICARE	137.40
		Fund 50 Total	137.40
		Summary total	9,986.49

OBJECT SUMMARY

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1000	SALARIES	9,727.50
2110	TEACHERS RETIREMENT	121.59
2140	MEDICARE	137.40
	Summary total	9,986.49

\*\*\*\*\* End of report \*\*\*\*\*

Check Date 12/13/2024

FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
10	1000	SALARIES	2,214,404.96
	1160	SUBSTITUTES	4,720.00
	2110	TEACHERS RETIREMENT	44,860.57
	2310	OTHER BENEFITS	1,782.94
		Fund 10 Total	2,265,768.47
20	1000	SALARIES	67,974.45
		Fund 20 Total	67,974.45
40	1000	SALARIES	3,935.67
		Fund 40 Total	3,935.67
50	2120	IMRF	23,214.96
	2130	FICA	19,490.11
	2140	MEDICARE	32,211.91
		Fund 50 Total	74,916.98
		Summary total	2,412,595.57

OBJECT SUMMARY

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1000	SALARIES	2,286,315.08
1160	SUBSTITUTES	4,720.00
2110	TEACHERS RETIREMENT	44,860.57
2120	IMRF	23,214.96
2130	FICA	19,490.11
2140	MEDICARE	32,211.91
2310	OTHER BENEFITS	1,782.94

Check Date 12/13/2024

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
	Summary total	2,412,595.57

\*\*\*\*\* End of report \*\*\*\*\*

**MEMORANDUM**  
**NORTH SHORE SCHOOL DISTRICT 112**

TO: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

FROM: Mr. Jeremy Davis, Assistant Superintendent of Finance and Operations

RE: **Business Office Monthly Report of Summary Financial Performance Data for December 2024**

Policy Alignment: Policy 4.8 – Accounting and Audits

DATE: January 21, 2025

**1. Investments**

See Treasurer’s Report for month and summary of cash and investments.

**2. Financial Packet**

The Financial Packet for the month of December, 2024, including the following reports, is presented for your review.

- a. Summary reports of Expenditures for the month.
- b. Check Summaries for disbursements processed from the last to the current Board meeting are provided for separate Board approval.

The status of the Education Fund expenses (in \$ millions) are as follows:

TOTAL BUDGET	SPENT YTD	BALANCE
\$74.4	\$30.8	\$43.6

**North Shore School District 112**  
**Summary of Cash & Investments**  
**December 31, 2024**

	<u>Cash &amp; Investments December 31, 2024</u>	<u>% of Total</u>	<u>Cash &amp; Investments November 30, 2024</u>	<u>Monthly Change in Cash &amp; Investments</u>	<u>Cash &amp; Investments December 31, 2023</u>	<u>% of Total</u>	<u>Annual Change in Cash &amp; Investments</u>
<b>10 Education</b>	\$ 88,363,382.98	49%	\$ 92,613,404.60	\$ (4,250,021.62)	\$ 83,822,460.92	54%	\$ 4,540,922.06
<b>20 Operations and Maintenance</b>	\$ 12,169,035.58	7%	\$ 12,764,522.10	\$ (595,486.52)	\$ 6,809,441.36	4%	\$ 5,359,594.22
<b>30 Debt Service</b>	\$ 4,422,795.44	2%	\$ 4,336,398.41	\$ 86,397.03	\$ 4,294,042.29	3%	\$ 128,753.15
<b>40 Transportation</b>	\$ 4,657,816.63	3%	\$ 5,239,955.31	\$ (582,138.68)	\$ 5,061,307.96	3%	\$ (403,491.33)
<b>50 Municipal Retirement</b>	\$ 3,390,242.59	2%	\$ 3,484,424.33	\$ (94,181.74)	\$ 3,873,004.11	2%	\$ (482,761.52)
<b>60 Capital Projects</b>	\$ 63,824,310.69	35%	\$ 66,630,713.00	\$ (2,806,402.31)	\$ 48,882,408.42	31%	\$ 14,941,902.27
<b>70 Working Cash</b>	\$ 3,866,666.59	2%	\$ 3,852,817.07	\$ 13,849.52	\$ 3,498,097.01	2%	\$ 368,569.58
<b>Total District Funds</b>	<b>\$ 180,694,250.50</b>	<b>100%</b>	<b>\$ 188,922,234.82</b>	<b>\$ (8,227,984.32)</b>	<b>\$ 156,240,762.07</b>	<b>100%</b>	<b>\$ 24,453,488.43</b>
<b>99 Student Activity</b>	\$ 256,252.19	0%	\$ 251,068.09	\$ 5,184.10	\$ 232,594.73	0%	\$ 23,657.46
<b>Total All Funds</b>	<b>\$ 180,950,502.69</b>	<b>100%</b>	<b>\$ 189,173,302.91</b>	<b>\$ (8,222,800.22)</b>	<b>\$ 156,473,356.80</b>	<b>100%</b>	<b>\$ 24,477,145.89</b>

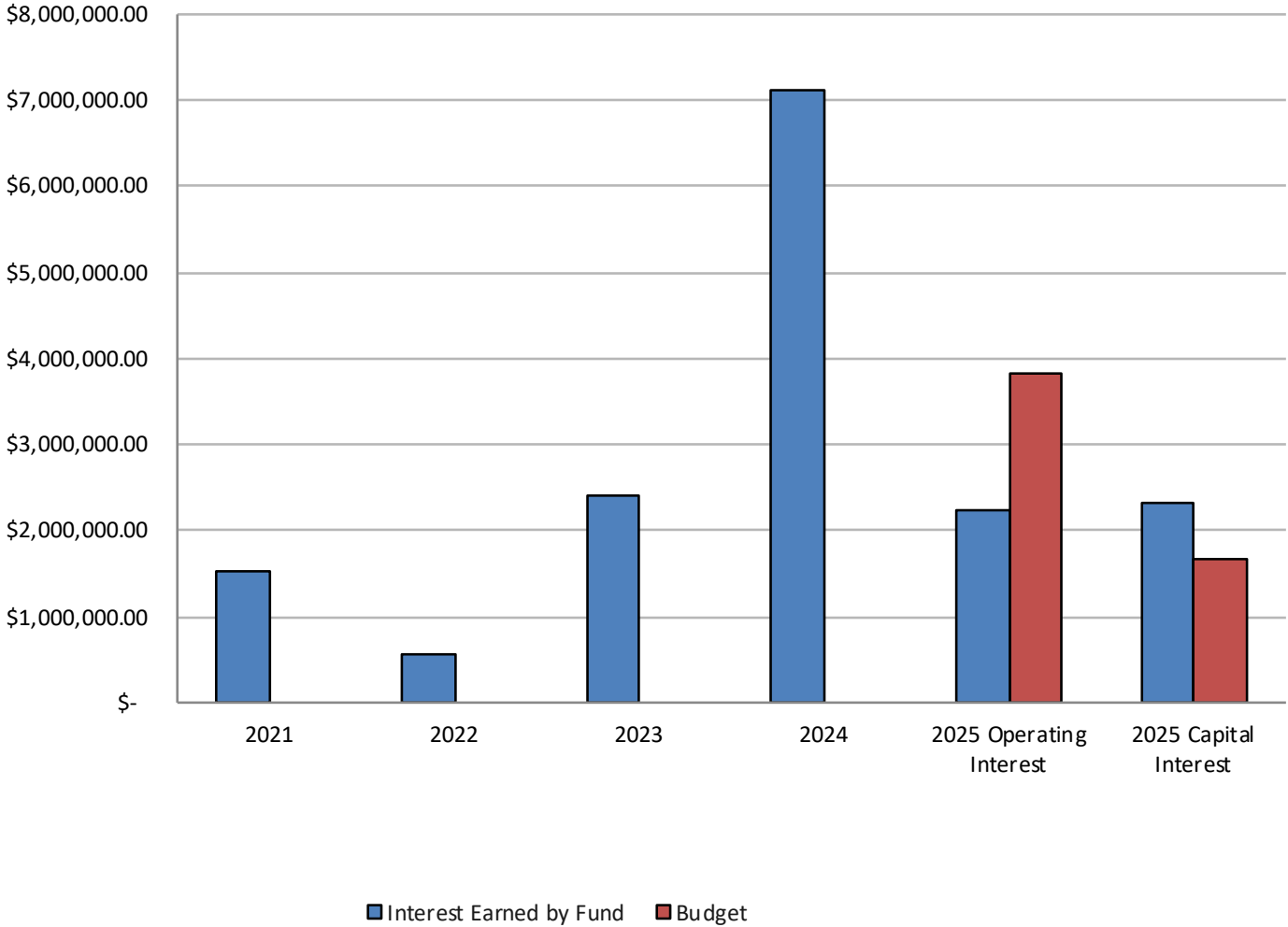
\*\*Please note that the District is reporting cash and investments on a cost basis.

**North Shore School District 112**  
**Fund Balance Summary**  
**December 31, 2024**

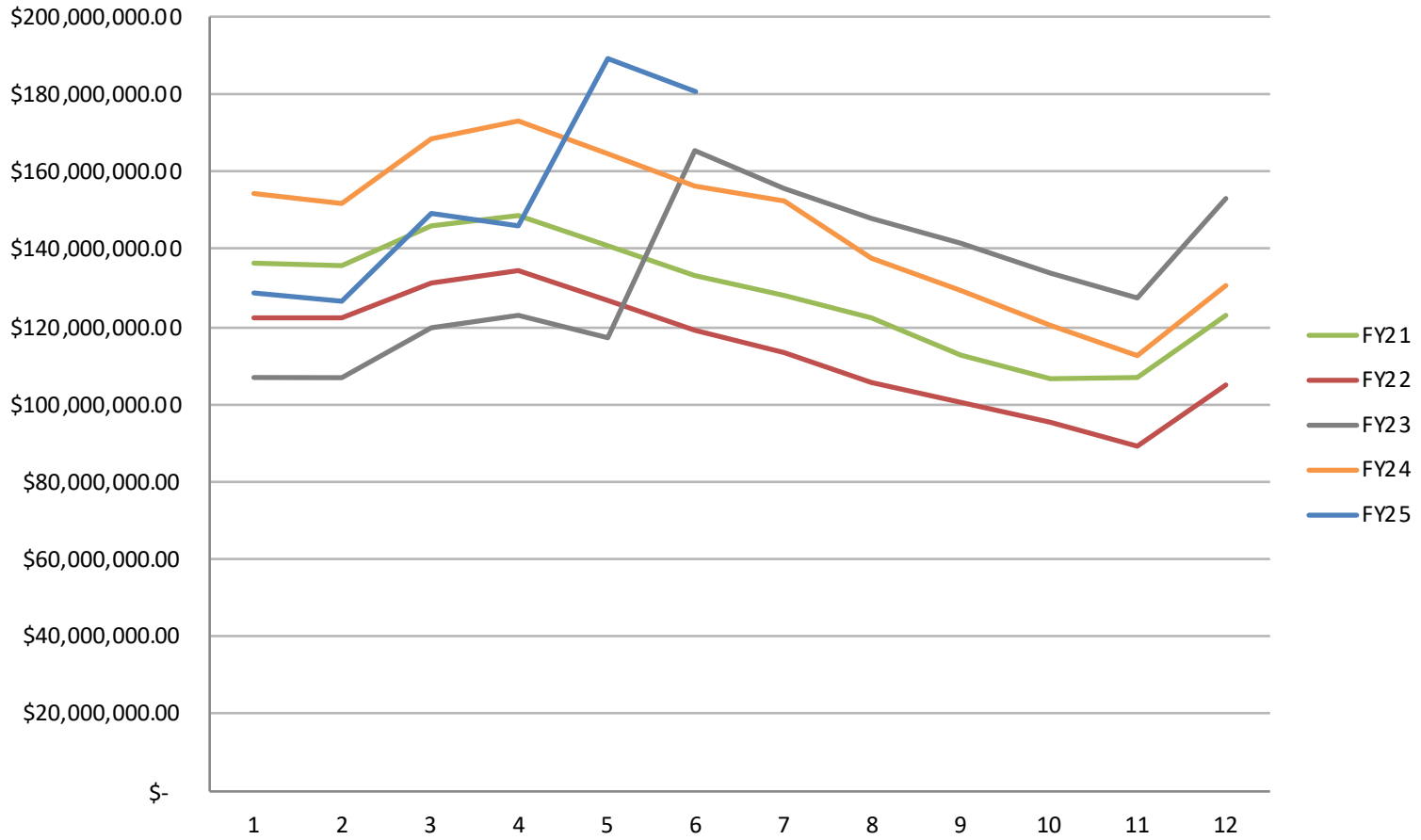
Fund	Audited Fund Balance June 30, 2024	2024-25 Fiscal Year to Date Revenues	2024-25 Fiscal Year to Date Expenditures	Excess / (Deficiency) of Revenues Over Expenditures	2024-25 Other Financing Sources/Uses	Unaudited Fund Balance December 31, 2024
(10) Education	\$ 47,329,836	\$ 75,225,114	\$ 30,799,563	\$ 44,425,551	\$ (3,500,000)	\$ 88,255,386
(15) Food Service	\$ 205,531	\$ 301,049	\$ 126,743	\$ 174,306	\$ -	\$ 379,837
(20) Operations and Maintenance	\$ 4,610,088	\$ 12,424,715	\$ 4,420,917	\$ 8,003,798	\$ (367,388)	\$ 12,246,498
(40) Transportation	\$ 1,572,109	\$ 4,275,262	\$ 1,197,667	\$ 3,077,594	\$ -	\$ 4,649,703
(50) Municipal Retirement	\$ 3,812,562	\$ 285,001	\$ 709,962	\$ (424,961)	\$ -	\$ 3,387,601
(70) Working Cash	\$ 3,577,833	\$ 288,802	\$ -	\$ 288,802	\$ -	\$ 3,866,635
<b>Total Operating Funds</b>	<b>\$ 61,107,958</b>	<b>\$ 92,799,942</b>	<b>\$ 37,254,852</b>	<b>\$ 55,545,090</b>	<b>\$ (3,867,388)</b>	<b>\$ 112,785,660</b>
(30) Debt Service	\$ 325,939	\$ 8,520,112	\$ 8,290,462	\$ 229,650	\$ 3,867,388	\$ 4,422,977
(60) Capital Projects	\$ 22,286,478	\$ 60,399,181	\$ 17,196,427	\$ 43,202,755	\$ -	\$ 65,489,233
<b>Total Non-Operating Funds</b>	<b>\$ 22,612,417</b>	<b>\$ 68,919,293</b>	<b>\$ 25,486,889</b>	<b>\$ 43,432,404</b>	<b>\$ 3,867,388</b>	<b>\$ 69,912,210</b>
<b>Total All Funds</b>	<b>\$ 83,720,375</b>	<b>\$ 161,719,236</b>	<b>\$ 62,741,741</b>	<b>\$ 98,977,496</b>	<b>\$ -</b>	<b>\$ 182,697,870</b>

\*Please note fund balance is the net of all District assets and liabilities.

# Interest Received



### Cash Balance



North Shore School District 112  
Statement of Revenue, Expenditures and Change in Fund Balance  
Total Governmental Funds by Object  
Fiscal Year to Date through December 31, 2024

	Operating Funds												Total Governmental Funds
	General Fund			Special Revenue Funds									
	Education, Working Cash & Food Service Funds	% Bud	Operations & Maintenance Fund	% Bud	Transportation Fund	% Bud	Municipal Retirement / Social Security Fund	% Bud	Debt Service Fund	% Bud	Capital Projects Fund	% Bud	
<b>Revenue:</b>													
Local Sources	\$ 73,470,055	99%	\$ 12,424,715	99%	\$ 3,839,410	95%	\$ 285,001	32%	\$ 8,273,793	98%	\$ 47,002	31%	\$ 98,339,975
State Sources	\$ 1,691,890	38%	\$ -		\$ 435,852	27%	-		\$ -		\$ -		\$ 2,127,741
Federal Sources	\$ 653,021	27%	-		-		-		\$ -		\$ -		\$ 653,021
2024 Referendum Bond Issuance	\$ -		-		-		-		\$ 246,318	29%	\$ 58,068,977	100%	\$ 58,315,296
2022 & 2024 Referendum Bond Interest	\$ -		-		-		-		\$ -		\$ 2,283,202	150%	\$ 2,283,202
<b>Total Revenue</b>	<b>\$ 75,814,965</b>	<b>93%</b>	<b>\$ 12,424,715</b>	<b>77%</b>	<b>\$ 4,275,262</b>	<b>76%</b>	<b>\$ 285,001</b>	<b>32%</b>	<b>\$ 8,520,112</b>	<b>92%</b>	<b>\$ 60,399,181</b>	<b>101.1%</b>	<b>\$ 161,719,236</b>
<b>Expenditures:</b>													
Salaries	\$ 18,112,196	37%	\$ 791,842	53%	\$ 47,228	50%	\$ -		\$ -		\$ -		\$ 18,951,267
Employee Benefits	\$ 4,737,607	53%	\$ -		\$ -		\$ 709,962	45%	\$ -		\$ -		\$ 5,447,569
Purchased Services	\$ 4,114,523	52%	\$ 2,615,524	53%	\$ 1,149,746	20%	\$ -		\$ 246,793	29%	\$ -		\$ 8,126,586
Supplies	\$ 903,784	33%	\$ 680,451	53%	\$ 693	7%	\$ -		\$ -		\$ -		\$ 1,584,928
Capital Outlay	\$ 1,108,510	36%	\$ 333,100	4%	\$ -		\$ -		\$ -		\$ 93,821		\$ 1,535,431
2022 Referendum Capital Outlay	\$ -		\$ -		\$ -		\$ -		\$ -		\$ 17,102,606	43%	\$ 17,102,606
Debt Service Payment	\$ -		\$ -		\$ -		\$ -		\$ 8,043,669	67%	\$ -		\$ 8,043,669
Other	\$ 1,949,685	54%	\$ -		\$ -		\$ -		\$ -		\$ -		\$ 1,949,685
<b>Total Expenditures</b>	<b>\$ 30,926,306</b>	<b>41%</b>	<b>\$ 4,420,917</b>	<b>22%</b>	<b>\$ 1,197,667</b>	<b>20%</b>	<b>\$ 709,962</b>	<b>45%</b>	<b>\$ 8,290,462</b>	<b>64%</b>	<b>\$ 17,196,427</b>	<b>43%</b>	<b>\$ 62,741,741</b>
Excess (Deficiency) of Revenue over (under) Expenditures	\$ 44,888,659		\$ 8,003,798		\$ 3,077,594		\$ (424,961)		\$ 229,650		\$ 43,202,755		\$ 98,977,494
<b>Other Financing Sources/(Uses):</b>													
Other Sources of Funds			\$ 3,500,000						\$ 3,867,388				\$ 7,367,388
Other Uses of Funds			\$ (3,500,000)										\$ (7,367,388)
<b>Total Sources/(Uses)</b>	<b>\$ (3,500,000)</b>		<b>\$ (367,388)</b>		<b>-</b>		<b>-</b>		<b>\$ 3,867,388</b>		<b>\$ -</b>		<b>-</b>
Change in Fund Balance	\$ 41,388,659		\$ 7,636,410		\$ 3,077,594		\$ (424,961)		\$ 4,097,038		\$ 43,202,755		\$ 98,977,494
Beginning Fund Balance as of 6/30/24	\$ 50,907,669		\$ 4,610,088		\$ 1,572,109		\$ 3,812,562		\$ 325,939		\$ 22,286,478		\$ 83,720,375
Ending Fund Balance as of 12/31/24	\$ 92,122,021		\$ 12,246,498		\$ 4,649,703		\$ 3,387,601		\$ 4,422,977		\$ 65,489,233		\$ 182,697,870

**Northshore School District 112**  
**Cash and Investments**  
**December 31, 2024**

	<u>Account Balance</u>	<u>% of Total</u>
<b>Petty Cash</b>		
Statement Balance	\$ 643.67	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 643.67</u></u>	<b>0.00%</b>
<b>PMA 1030</b>		
Statement Balance	\$ 10,982,524.78	
Less: Outstanding Checks and transfers	\$ (974,886.40)	
Plus Deposits in Transit and transfers	\$ (10,571.91)	
Other Transactions	\$ 63,597.25	
Adjusted	<u><u>\$ 10,060,663.72</u></u>	<b>5.56%</b>
<b>PMA 1033 ST Investments</b>		
Statement Balance	\$ 62,153,387.54	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 62,153,387.54</u></u>	<b>34.35%</b>
<b>PMA 1034 LT Cash</b>		
Statement Balance	\$ 1,797,612.25	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 1,797,612.25</u></u>	<b>0.99%</b>
<b>PMA 1047 LT Investments</b>		
Statement Balance	\$ 14,597,250.00	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 14,597,250.00</u></u>	<b>8.07%</b>
<b>PMA Flex 1048</b>		
Statement Balance	\$ 4,502.48	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 4,502.48</u></u>	<b>0.00%</b>
<b>PMA Stud Activity Account</b>		
Statement Balance	\$ 349,652.44	
Less: Outstanding Checks	\$ (1,661.92)	
Plus Deposits in Transit	\$ 2,276.80	
Adjusted	<u><u>\$ 350,267.32</u></u>	<b>0.19%</b>

<b>PMA 1058 Referendum</b>			
Statement Balance	\$	951,286.33	
Less: Outstanding Checks (Transfer)	\$	-	
Plus Deposits in Transit	\$	-	
Adjusted	\$	<u><u>951,286.33</u></u>	<b>0.53%</b>
<b>PMA 1059 Referendum</b>			
Statement Balance	\$	58,962,399.42	
Less: Outstanding Checks (Transfer)	\$	-	
Plus Deposits in Transit	\$	-	
Adjusted	\$	<u><u>58,962,399.42</u></u>	<b>32.58%</b>
<b>PMA 1005 Food Service</b>			
Statement Balance	\$	2,478,279.90	
Less: Outstanding Checks (Transfer)	\$	-	
Plus Deposits in Transit	\$	(2,395.80)	
Adjusted	\$	<u><u>2,475,884.10</u></u>	<b>1.37%</b>
<b>Wells Fargo 1022</b>			
Statement Balance	\$	3,061,484.71	
Less: Outstanding Checks (Transfer)	\$	-	
Unrealized (gain)/loss	\$	31.81	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	<u><u>3,061,516.52</u></u>	<b>1.69%</b>
<b>Fifth Third Bank 1024</b>			
Statement Balance	\$	18,655,250.30	
Unrealized (gain)/loss	\$	(133,700.09)	
(Increase)/decrease in investment cost value	\$	1,931.16	
Adjusted	\$	<u><u>18,523,481.37</u></u>	<b>10.24%</b>
<b>JP Morgan Investments 1051</b>			
Statement Balance	\$	6,939,317.34	
Unrealized (gain)/loss	\$	(194,846.29)	
Accrued Interest	\$	-	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	<u><u>6,744,471.05</u></u>	<b>3.73%</b>
<b>Fifth Third Bank WC 1055</b>			
Statement Balance	\$	112,344.22	
Unrealized (gain)/loss	\$	-	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	<u><u>112,344.22</u></u>	<b>0.06%</b>

**Fifth Third Bank-Capital Projects 1057**

Statement Balance	\$	1,193,184.00	
Plus Deposits in Transit (Transfer)	\$	-	
Unrealized (gain)/loss	\$	(38,391.30)	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	<u>1,154,792.70</u>	<b>0.64%</b>
<b>Total Cash and Investments</b>	\$	<b>180,950,502.69</b>	<b>100.00%</b>

**North Shore School District 112  
Summary of Referendum Projects  
December 31, 2024**

	Indian Trail	Ravinia
Overall Budget:	\$ 25,649,564	\$ 41,088,402
Plus: Identified Over-Runs/(Savings)	\$ (470,033)	\$ 95,708
Minus: Bills Paid	\$ 23,809,867	\$ 29,448,740
Items Paid By Fund 20	\$ 310,495	-
<b>Remaining Balance To Be Spent</b>	<b>\$ 1,999,235</b>	<b>\$ 11,543,954</b>

\*This data is as of inception of project, which includes FY23 and FY24.



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**NORTH SHORE**  
SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Dr. Michael Lubelfeld, Superintendent of Schools  
Subject: Destruction of Closed Session Audio Recordings from July 18, 2023

Policy Alignment: Policy 2.220 Board of Education Meeting Procedures

Disposition: Action

---

**Executive Summary:**

In compliance with Board Policy 2:220 Board of Education Meeting Procedures, it is required that the superintendent or Board president records all closed session meetings. The policy also states that after 18 months, with the approval of the Board, these audio recordings can be destroyed.

I recommend that we proceed with the destruction of the audio recording from the closed meeting that took place on July 18, 2023. The Board has approved the written minutes of this closed meeting, and they will continue to be maintained in accordance with our legal requirements and policy.

**Recommendation:**

Roll call vote to approve the audio recording from the closed meeting on July 18, 2023, be destroyed.



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# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Dr. Michael Lubelfeld, Superintendent of Schools  
Subject: Semi-Annual Review of Closed Session Meeting Minutes

Policy Alignment: Policy 2.220 Board of Education Meeting Procedures

Disposition: Action

---

### **Executive Summary:**

In accordance with the Open Meetings Act and Board Policy 2:220, every six months, or as soon after as is practical, the Board is required to review written minutes of closed session meetings that are currently unavailable to the public. If the substance of the minutes no longer needs to remain confidential, the Board may choose to open the minutes to the public.

The Board President and Board Secretary reviewed the closed session meeting minutes from August 2024 through November 2024. They determined that the need for confidentiality remains and that the minutes should not be made public.

### **Recommendation:**

Roll call vote to acknowledge the completion of the semi-annual review of closed session minutes and accept the recommendation to keep the minutes of August 13, 2024, September 21, 2024, October 22, 2024, and November 19, 2024, confidential.



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# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Dr. Michael Lubefeld, Superintendent of Schools  
Subject: Admin. Contract Recommendation - Director of Multilingual Learners

Policy Alignment: Policy 3:50 Admin. Personnel Other Than the Supt.

Disposition: Action

---

## **Executive Summary:**

It is with great enthusiasm that I recommend Mr. Enrique Castro be promoted to Director of Multilingual Learners.

For the past two years, Mr. Enrique Castro has served as the Coordinator of English Learners and Bilingual Education in District 112. Prior to that time, he worked as a Dual Language teacher at Oak Terrace for eight years. Mr. Castro has consistently demonstrated tremendous skill and leadership while working to support our English Learners and our Dual Language Program.

Enrique's philosophy and passion center on the belief that multilingualism is an asset that should be celebrated and nurtured. He has consistently worked collaboratively to create programs that empower students to leverage their linguistic and cultural strengths, while also ensuring they achieve proficiency in English and other academic standards. His vision aligns seamlessly with our organization's goals of fostering academic achievement, cultural awareness, and social-emotional growth among multilingual learners.

With his background in language education, proven leadership capabilities, and deep commitment to fostering inclusive learning environments, Enrique is uniquely qualified to excel as a Director. He will continue to bring vision, expertise, and passion to advance our mission of supporting multilingual learners.

## **Recommendation:**

Roll call vote to approve the employment contract for Enrique Castro as Director of Multilingual Learners, effective July 1, 2025, through June 30, 2028, as presented.



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# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Board of Education  
From: Dr. Michael Lubelfeld, Superintendent  
Subject: Approve Board Policy Updates  
Board Policy Alignment: Policy 2:240 Board Policy Development  
Disposition: Action

---

## **Executive Summary:**

The Board governs the District using written policies to ensure legal compliance, establish consistent processes, delegate authority, and define operating limits. Board Policy 2:240 specifies the Board's responsibility to continuously monitor policies for legal compliance, relevance, and effectiveness.

The Board Policy Committee met on December 3, 2024, to review policy updates recommended by the Illinois Association of School Boards PRESS Issue 117. The draft updates were presented to the Board at the December 17, 2024, Board meeting for initial review. The Board discussed the updates and no concerns were expressed. The Board is asked to approve the updates for the following policies as presented:

- 2:105 Ethics and Gift Ban
- 2:120 Board Member Development
- 4:30 Revenue and Investments
- 4:60 Purchases and Contracts
- 4:170 Safety
- 5:10 Equal Employment Opportunity and Minority Recruitment
- 5:20 Workplace Harassment Prohibited
- 5:90 Abused and Neglected Child Reporting
- 5:125 Personal Technology and Social Media; Usage and Conduct
- 5:230 Maintaining Student Discipline
- 6:60 Curriculum Content
- 6:135 Accelerated Placement Program
- 6:270 Guidance and Counseling Program
- 7:10 Equal Educational Opportunities

- 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
- 7:160 Student Appearance
- 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment
- 7:200 Suspension Procedures
- 8:10 Connection with the Community

**Recommendation:**

Roll call vote to approve board policy updates as presented.

## *Document Status: District Use Only*

### **BOARD OF EDUCATION**

#### **2:105 Ethics and Gift Ban**

##### Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and Board of Education members:

1. No employee shall intentionally perform any *political activity* during any *compensated time*, as those terms are defined herein.
2. No Board member or employee shall intentionally **use inappropriate** any District property or resources in connection with any political activity. [PRESSPlus1](#)
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.
5. No Board member or employee should solicit donations from vendors or contractors for the District.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

##### Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or employee shall intentionally solicit or accept any *gift* from any *prohibited source*, as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.

4. Educational materials and missions.
5. Travel expenses for a meeting to discuss [DistrictPRESSPlus2](#) business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.
7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. *Catered* means food or refreshments that are purchased ready to consume, which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. *Intra-governmental gift* means any gift given to a Board member or employee from another Board member or employee, and *inter-governmental gift* means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under [26 U.S.C. §501\(c\)\(3\)](#).

### Enforcement

The Board President and Superintendent shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board Attorney, either place the alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

### Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, [5 ILCS 430/1-5](#).

*Political activity* means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, *compensated time* includes any period of time when the employee is on premises under the control of the District and any other time when the

employee is executing his or her official duties, regardless of location.

*Prohibited source* means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

*Gift* means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

#### Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act ([5 ILCS 430/70-5](#)), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Superintendent shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.:

[105 ILCS 5/22-93](#).

[5 ILCS 430/](#), State Officials and Employees Ethics Act.

[10 ILCS 5/9-25.1](#), Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest)

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## **PRESSPlus Comments**

PRESSPlus 1. The term *use* in Item #2 is based on the Ill. Attorney General's model ordinance; it is arguably broader than the State Officials and Employees Ethics Act (SOEEA), which prohibits board members and district employees from intentionally *misappropriating* district property in connection with prohibited political activities. 5 ILCS 430/5-15(a)-(b). Some attorneys advise that a board member's mere presence on district property while engaging in a political activity on their own time (such as circulating an election petition at a school athletic event) is not a misappropriation of district property, and therefore does not violate the SOEEA. Consider that the term *use* may be easier to practically apply as a standard. Consult the board attorney for guidance on this issue. If the board wants Item #2 to match the SOEEA standard, substitute "misappropriate" in place of "use," and select the Save Status "Adopted with Additional District Edits." **Issue 117, October 2024**

PRESSPlus 2. Updated for continuous improvement. **Issue 117, October 2024**

## *Document Status: Draft Update*

### **BOARD OF EDUCATION**

#### **2:120 Board Member Development**

The Board of Education desires that its individual members learn, understand, and practice effective governance principles. The Board is responsible for Board member orientation and development. Board members have an equal opportunity to attend State and national meetings designed to familiarize members with public school issues, governance, and legislation.

The Board President and/or Superintendent shall provide all Board members with information regarding pertinent education materials, publications, and notices of training or development.

#### Mandatory Board Member Training

Each Board member is responsible for his or her own compliance with the mandatory training laws that are described below:

1. Each Board member elected or appointed to fill a vacancy of at least one year's duration must complete at least four hours of professional development and leadership training in: (1) education and labor law; (2) financial oversight and accountability; (3) fiduciary responsibilities; and (4) trauma-informed practices for students and staff; and (5) improving student outcomes. [PRESSPlus1](#) within the first year of his or her first term.
2. Each Board member must complete training on the Open Meetings Act (OMA) no later than 90 days after taking the oath of office for the first time. After completing the training, each Board member must file a copy of the certificate of completion with the Board. Training on OMA ~~the Open Meetings Act~~ is only required once.
3. Each Board member must complete a training program on evaluations under the Performance Evaluation Reform Act (PERA) before participating in a vote on a tenured teacher's dismissal using the optional alternative evaluation dismissal process. This dismissal process is available after the District's PERA implementation date.

The Superintendent or designee shall maintain on the District website a log identifying the complete mandatory training and development activities of each Board member.

#### Professional Development; Adverse Consequences of School Exclusion; Student Behavior

The Board President or Superintendent, or their designees, ~~shall~~ will make reasonable efforts to provide ongoing professional development to Board members about the requirements of 105 ILCS 5/10-22.6 and 105 ILCS 5/10-20.14. [PRESSPlus2](#) adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, trauma-responsive learning environments. [PRESSPlus3](#) appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.

#### Board Self-Evaluation

The Board will conduct periodic self-evaluations with the goal of continuous improvement.

## New Board Member Orientation

The orientation process for newly elected or appointed Board members includes:

1. The Board President or Superintendent, or their designees, shall give each new Board member a copy of or online access to the Board Policy Manual, the Board's regular meeting minutes for the past year, and other helpful information including material describing the District and explaining the Board's roles and responsibilities.
2. The Board President or designee shall schedule one or more special Board meetings, or schedule time during regular meetings, for Board members to become acquainted and to review Board processes and procedures.
3. The Board President may request a veteran Board member to mentor a new member.
4. All new members are encouraged to attend workshops for new members conducted by the Illinois Association of School Boards.

## Candidates

The Superintendent or designee shall invite all current candidates for the office of Board member to attend: (1) Board meetings, except that this invitation shall not extend to any closed meetings, and (2) pre-election workshops for candidates.

LEGAL REF.:

[5 ILCS 120/1.05](#) and [120/2](#), Open Meetings Act.

[105 ILCS 5/10-16a](#) and [5/24-16.5](#).

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:125 (Board Member Compensation; Expenses), 2:200 (Types of Board of Education Meetings)

Adopted: January 16, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-16a, amended by P.A. 103-771, eff. 6-1-25. Training on improving student outcomes "must include information that is relevant to and within the scope of the duties of a school board member." **Issue 117, October 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/10-22.6(c-5), amended by P.A. 103-896. While a district must make reasonable efforts to provide professional development to board members in these areas, the inclusion of this subhead is optional. Information about professional development opportunities is available through IASB's website at: [www.iasb.com/conference-training-and-events/training/](http://www.iasb.com/conference-training-and-events/training/).

105 ILCS 5/10-22.6, amended by P.A.s 102-466, eff. 7-1-25, 102-539, and 103-896, addresses the suspension or expulsion of students and school searches. See sample policies 7:190, *Student Behavior*, 7:200, *Suspension Procedures*, 7:210, *Expulsion Procedures*, and 7:220, *Bus Conduct*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com). 105 ILCS 5/10-20.14, amended by P.A. 103-896, addresses parent-teacher advisory committees and their functions. See sample policy 2:150, *Committees*. **Issue 117, October 2024**

PRESSPlus 3. See 105 ILCS 5/3-11(b), amended by P.A. 103-413, for the definition of *trauma-responsive learning environments*. **Issue 117, October 2024**

## *Document Status: Draft Update*

### OPERATIONAL SERVICES

#### **4:30 Revenues and Investments**

##### Revenue

The Superintendent or designee is responsible for making all claims for property tax revenue, State Aid, special State funds for specific programs, federal funds, and categorical grants.

##### Investments

The Superintendent shall either appoint a Chief Investment Officer or serve as one. The Chief Investment Officer shall invest money that is not required for current operations, in accordance with this policy and State law.

The Chief Investment Officer and Superintendent shall use the standard of prudence when making investment decisions. They shall use the judgment and care, under circumstances then prevailing, that persons of prudence, discretion, and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the safety of their capital as well as its probable income.

##### Investment Objectives

The objectives for the School District's investment activities are:

1. Safety of Principal - Every investment is made with safety as the primary and over-riding concern. Each investment transaction shall ensure that capital loss, whether from credit or market risk, is avoided.
2. Liquidity - The investment portfolio shall provide sufficient liquidity to pay District obligations as they become due. In this regard, the maturity and marketability of investments shall be considered.
3. Rate of Return - The highest return on investments is sought, consistent with the preservation of principal and prudent investment principles.
4. Diversification - The investment portfolio is diversified as to materials and investments, as appropriate to the nature, purpose, and amount of the funds.

##### Authorized Investments

The Chief Investment Officer shall provide the Finance Committee notice prior to investing in any type of authorized investment not currently held in the District's investment portfolio. The Chief Investment Officer may invest District funds in one or more of the following: [PRESSPlus1](#)

1. Bonds, notes, certificates of indebtedness, treasury bills, or other securities now or hereafter issued, that are guaranteed by the full faith and credit of the United States of America as to principal and interest.
2. Bonds, notes, debentures, or other similar obligations of the United States of America, its agencies, and its instrumentalities.

The term “agencies of the United States of America” includes: (a) the federal land banks, federal intermediate credit banks, banks for cooperative, federal farm credit banks, or any other entity authorized to issue debt obligations under the Farm Credit Act of 1971 and Acts amendatory thereto, (b) the federal home loan banks and the federal home loan mortgage corporation, and (c) any other agency created by Act of Congress.

3. Interest-bearing savings accounts, interest-bearing certificates of deposit or interest-bearing time deposits or any other investments constituting direct obligations of any bank as defined by the Illinois Banking Act.
4. Short-term obligations of corporations organized in the United States with assets exceeding \$500,000,000 if: (a) such obligations are rated at the time of purchase at one of the three highest classifications established by at least two standard rating services and that mature not later than 270 days from the date of purchase, (b) such purchases do not exceed 10% of the corporation’s outstanding obligations, and (c) no more than one-third of the District’s funds may be invested in short-term obligations of corporations under this paragraph.
5. Obligations of corporations organized in the United States with assets exceeding \$500,000,000 if: (a) such obligations are rated at the time of purchase at one of the three highest classifications established by at least two standard rating services and which mature more than 270 days but less than ~~10~~<sup>three</sup> [PRESSPlus2](#) years from the date of purchase, (b) such purchases do not exceed 10% of the corporation's outstanding obligations, and (c) no more than one-third of the District's funds may be invested in obligations of corporations under this paragraph.
6. Money market mutual funds registered under the Investment Company Act of 1940, provided that the portfolio of any such money market mutual fund is limited to obligations described in paragraph (1) or (2) and to agreements to repurchase such obligations.
7. Interest-bearing bonds of any county, township, city, village, incorporated town, municipal corporation, school district, the State of Illinois, any other state, or any political subdivision or agency of the State of Illinois or any other state, whether the interest earned is taxable or tax-exempt under federal law. The bonds shall be (a) registered in the name of the municipality, county, or other governmental unit, or held under a custodial agreement at a bank, and (b) rated at the time of purchase within the four highest general classifications established by a rating service of nationally recognized expertise in rating bonds of states and their political subdivisions.
8. Short term discount obligations of the Federal National Mortgage Association or in shares or other forms of securities legally issuable by savings banks or savings and loan associations incorporated under the laws of this State or any other state or under the laws of the United States. Investments may be made only in those savings banks or savings and loan associations, the shares, or investment certificates that are insured by the Federal Deposit Insurance Corporation. Any such securities may be purchased at the offering or market price thereof at the time of such purchase. All such securities so purchased shall mature or be redeemable on a date or dates prior to the time when, in the judgment of the Chief Investment Officer, the public funds so invested will be required for expenditure by the District or its governing authority.
9. Dividend-bearing share accounts, share certificate accounts, or class of share accounts of a credit union chartered under the laws of this State or the laws of the United States; provided, however, the principal office of any such credit union must be located within the State of Illinois. Investments may be made only in those credit unions the accounts of which are insured by applicable law.
10. A Public Treasurers’ Investment Pool created under Section 17 of the State Treasurer Act. The District may also invest any public funds in a fund managed, operated, and administered by a bank, subsidiary of a bank, or subsidiary of a bank holding company or use the services of such an entity to hold and invest or advise regarding the investment of any public funds.

11. The Illinois School District Liquid Asset Fund Plus.
12. Repurchase agreements of government securities having the meaning set out in the Government Securities Act of 1986, as now or hereafter amended or succeeded, subject to the provisions of said Act and the regulations issued there under. The government securities, unless registered or inscribed in the name of the District, shall be purchased through banks or trust companies authorized to do business in the State of Illinois.

Except for repurchase agreements of government securities that are subject to the Government Securities Act of 1986, as now or hereafter amended or succeeded, the District may not purchase or invest in instruments that constitute repurchase agreements, and no financial institution may enter into such an agreement with or on behalf of the District unless the instrument and the transaction meet all of the following requirements:

- a. The securities, unless registered or inscribed in the name of the District, are purchased through banks or trust companies authorized to do business in the State of Illinois.
  - b. The Chief Investment Officer, after ascertaining which firm will give the most favorable rate of interest, directs the custodial bank to “purchase” specified securities from a designated institution. The “custodial bank” is the bank or trust company, or agency of government, that acts for the District in connection with repurchase agreements involving the investment of funds by the District. The State Treasurer may act as custodial bank for public agencies executing repurchase agreements.
  - c. A custodial bank must be a member bank of the Federal Reserve System or maintain accounts with member banks. All transfers of book-entry securities must be accomplished on a Reserve Bank’s computer records through a member bank of the Federal Reserve System. These securities must be credited to the District on the records of the custodial bank and the transaction must be confirmed in writing to the District by the custodial bank.
  - d. Trading partners shall be limited to banks or trust companies authorized to do business in the State of Illinois or to registered primary reporting dealers.
  - e. The security interest must be perfected.
  - f. The District enters into a written master repurchase agreement that outlines the basic responsibilities and liabilities of both buyer and seller.
  - g. Agreements shall be for periods of 330 days or less.
  - h. The Chief Investment Officer informs the custodial bank in writing of the maturity details of the repurchase agreement.
  - i. The custodial bank must take delivery of and maintain the securities in its custody for the account of the District and confirm the transaction in writing to the District. The custodial undertaking shall provide that the custodian takes possession of the securities exclusively for the District; that the securities are free of any claims against the trading partner; and that any claims by the custodian are subordinate to the District’s claims to rights to those securities.
  - j. The obligations purchased by the District may only be sold or presented for redemption or payment by the fiscal agent bank or trust company holding the obligations upon the written instruction of the Chief Investment Officer.
  - k. The custodial bank shall be liable to the District for any monetary loss suffered by the District due to the failure of the custodial bank to take and maintain possession of such securities.
13. Any investment as authorized by the Public Funds Investment Act, and Acts amendatory thereto. Paragraph 13 supersedes paragraphs 1-12 and controls in the event of conflict.

Except as provided herein, investments made in banks, savings banks, savings and loan associations, or credit unions, may be made only in those that are insured by the Federal Deposit Insurance Corporation or other approved share insurer.

The Chief Investment Officer and Superintendent shall regularly consider material, relevant, and decision-useful sustainability factors in evaluating investment decisions, within the bounds of financial and fiduciary prudence. Such factors include, but are not limited to: (1) corporate governance and leadership factors, (2) environmental factors, (3) social capital factors, (4) human capital factors, and (5) business model and innovation factors, as provided under the Ill. Sustainable Investing Act, [30 ILCS 238/](#).

#### Selection of Depositories, Investment Managers, Dealers, and Brokers

The Chief Investment Officer shall establish a list of authorized depositories, investment managers, dealers and brokers based upon the creditworthiness, reputation, minimum capital requirements, qualifications under State law, as well as a long history of dealing with public fund entities. The Board will review and approve the list at least annually.

In order to be an authorized depository, each institution must submit copies of the last two sworn statements of resources and liabilities or reports of examination that the institution is required to furnish to the appropriate State or federal agency. Each institution designated as a depository shall, while acting as such depository, furnish the District with a copy of all statements of resources and liabilities or all reports of examination that it is required to furnish to the appropriate State or federal agency.

The above eligibility requirements of a bank to receive or hold public deposits do not apply to investments in an interest-bearing savings account, demand deposit account, interest-bearing certificate of deposit, or interest-bearing time deposit if: (1) the District initiates the investment at or through a bank located in Illinois, and (2) the invested public funds are at all times fully insured by an agency or instrumentality of the federal government.

The District ~~shall~~<sup>may</sup> [PRESSPlus3](#) consider a financial institution's record and current level of financial commitment to its local community when deciding whether to deposit funds in that financial institution. The District may consider factors including:

1. For financial institutions subject to the federal Community Reinvestment Act of 1977 (CRA), the current and historical ratings that the financial institution has received, to the extent that those ratings are publicly available, under the ~~federal Community Reinvestment Act of 1977~~ CRA;
2. Any changes in ownership, management, policies, or practices of the financial institution that may affect the level of the financial institution's commitment to its community;
3. The financial impact that the withdrawal or denial of District deposits might have on the financial institution;
4. The financial impact to the District as a result of withdrawing public funds or refusing to deposit additional public funds in the financial institution; and
5. Any additional burden on the District's resources that might result from ceasing to maintain deposits of public funds at the financial institution under consideration.

The District may not deposit public funds in a financial institution subject to the CRA unless the institution has a current rating of satisfactory or outstanding under the CRA. [PRESSPlus4](#) When investing or depositing public funds, the District may give preference to financial institutions that have a current rating of outstanding under the CRA. [PRESSPlus5](#)

## Collateral Requirements

All amounts deposited or invested with financial institutions in excess of any insurance limit shall be collateralized in accordance with the Public Funds Investment Act, [30 ILCS 235/](#). The Superintendent or designee shall keep the Board informed of collateral agreements.

## Safekeeping and Custody Arrangements

The preferred method for safekeeping is to have securities registered in the District's name and held by a third-party custodian. Safekeeping practices should qualify for the Governmental Accounting Standards Board Statement No. 3, Deposits with Financial Institutions, Investments (including Repurchase Agreements), and Reverse Repurchase Agreements, Category I, the highest recognized safekeeping procedures.

## Controls and Report

The Chief Investment Officer shall establish a system of internal controls and written operational procedures to prevent losses arising from fraud, employee error, misrepresentation by third parties, or imprudent employee action.

The Chief Investment Officer shall provide a quarterly investment report to the Board. The report will: (1) assess whether the investment portfolio is meeting the District's investment objectives, (2) identify each security by class or type, book value, income earned, and market value, (3) identify those institutions providing investment services to the District, and (4) include any other relevant information. The investment portfolio's performance shall be measured by appropriate and credible industry standards for the investment type.

The Board will determine, after receiving the Superintendent's recommendation, which fund is in most need of interest income and the Superintendent shall execute a transfer. This provision does not apply when the use of interest earned on a particular fund is restricted.

## Ethics and Conflicts of Interest

The Board and District officials will avoid any investment transaction or practice that in appearance or fact might impair public confidence. Board members are bound by the Board policy 2:100, *Board Member Conflict of Interest*. No District employee having influence on the District's investment decisions shall:

1. Have any interest, directly or indirectly, in any investments in which the District is authorized to invest,
2. Have any interest, directly or indirectly, in the sellers, sponsors, or managers of those investments, or
3. Receive, in any manner, compensation of any kind from any investments in that the agency is authorized to invest.

## LEGAL REF.:

[30 ILCS 235/](#), Public Funds Investment Act.

[30 ILCS 238/](#), III. Sustainable Investing Act.

[50 ILCS 340/](#), Investment of Municipal Funds Act

[105 ILCS 5/8-7](#), [5/10-22.44](#), [5/17-1](#), and [5/17-11](#).

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:10 (Fiscal and Business Management), 4:80 (Accounting and Audits)

Adopted: January 16, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. 30 ILCS 235/2(k), added by P.A. 103-880, eff. 1-1-25, permits a board to adopt a resolution to allow for investment of public funds in other instruments not specifically listed in the Public Funds Investment Act provided those investments comply with: (1) any other law that authorizes a board to invest funds, and (2) the investment policy adopted by the Board. There is uncertainty regarding the potential breadth and scope of this provision and procedural requirements for implementation. The board attorney and district financial advisor(s) should be consulted before adding instruments to the list of authorized investments in this policy and the board's investment portfolio in accordance with 30 ILCS 235/2(k).

Any additional investments authorized by the Board under 30 ILCS 235/2(k) should be added to this policy beginning with Item #14. If adding additional investments, select the Save Status "Adopted with Additional District Edits." **Issue 117, October 2024**

PRESSPlus 2. 30 ILCS 235/2(a)(4.5), amended by P.A. 103-880, eff. 1-1-25, extends the maturity timeframe for investments in obligations of U.S. corporations with assets exceeding \$500M from 3 years to 10 years, provided that certain conditions are met. **Issue 117, October 2024**

PRESSPlus 3. Updated in response to 30 ILCS 235/8(a). **Issue 117, October 2024**

PRESSPlus 4. Updated in response to 30 ILCS 235/8(a-5). **Issue 117, October 2024**

PRESSPlus 5. Optional. 30 ILCS 235/8(a-10). **Issue 117, October 2024**

## *Document Status: Draft Update*

### **OPERATIONAL SERVICES**

#### **4:60 Purchases and Contracts**

The Superintendent shall manage the District's purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable Board of Education policies.

##### Standards for Purchasing and Contracting

All purchases and contracts shall be entered into in accordance with applicable federal and State law. The Board Attorney shall be consulted as needed regarding the legal requirements for purchases or contracts. All contracts shall be approved or authorized by the Board.

All purchases and contracts should support a recognized District function or purpose as well as provide for good quality products and services at the lowest cost, with consideration for service, reliability, and delivery promptness, and in compliance with State law. No purchase or contract shall be made or entered into as a result of favoritism, extravagance, fraud, or corruption.

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items outside budget parameters require prior Board approval, except in an emergency.

When presenting a contract or purchase for Board approval, the Superintendent or designee shall ensure that it complies with applicable federal and State law, including but not limited to, those specified below:

1. Supplies, materials, or work involving an expenditure in excess of \$35,000 must comply with the State law bidding procedure, [105 ILCS 5/10-20.21](#), unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with [105 ILCS 5/19b-1](#) *et seq.*
4. Third party non-instructional services must comply with [105 ILCS 5/10-22.34c](#).
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with [105 ILCS 5/10-20.21](#)(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offer or must comply with [105 ILCS 5/10-20.21](#)(b-10).
7. The purchase of paper and paper products must comply with [105 ILCS 5/10-20.19c](#) and Board policy 4:70, *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:

- a. In accordance with [105 ILCS 5/10-21.9](#)(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in [105 ILCS 5/10-21.9](#)(c) and [5/21B-80](#)(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibit any of the contractor's employees from having direct, daily contact with one or more students if the employee was found guilty of any offense in [5/21B-80](#)(b) (certain drug offenses) until seven years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.
  - b. In accordance with [105 ILCS 5/22-94](#): (1) prohibit any of its employees from having *direct contact with children or students* if the contractor has not performed a sexual misconduct related employment history review (EHR) of the employee or if the District objects to the employee's assignment based on the employee's involvement in an instance of sexual misconduct as provided in [105 ILCS 5/22-94](#)(j)(3), which the contractor is required to disclose; (2) discipline, up to and including termination or denial of employment, any employee who provides false information or willfully fails to disclose information required by the EHR; (3) maintain all records of EHRs and provide the District access to such records upon request; and (4) refrain from entering into any agreements prohibited by [105 ILCS 5/22-94](#)(g).
  - c. In accordance with [105 ILCS 5/24-5](#): (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease; and (2) require any new or existing employee who provides services to students or in schools to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Ill. Dept. of Public Health rules or order of a local health official.
9. Any pavement engineering project using a coal tar-based sealant product or high polycyclic aromatic hydrocarbon sealant product for pavement engineering-related use must comply with the Coal Tar Sealant Disclosure Act.
  10. Design-build contracts must comply with [105 ILCS 5/15A-1](#) *et seq.*
  11. Any new contract for a district-administered assessment must comply with 105 ILCS 5/10-20.865, [PRESSPlus1](#)
  12. Purchases made with federal or State awards must comply with [2 C.F.R. Part 200](#) and [30 ILCS 708/](#), as applicable, and any terms of the award.

The Superintendent or designee shall: (1) execute the reporting and website posting mandates in State law concerning District contracts, and (2) monitor the discharge of contracts, contractors' performances, and the quality and value of services or products being provided.

LEGAL REF.:

[2 C.F.R. Part 200](#).

[105 ILCS 5/10-20.19c](#), [5/10-20.21](#), [5/10-20.865](#), [5/10-21.9](#), [5/10-22.34c](#), [5/15A-1](#) *et seq.*, [5/19b-1](#) *et seq.*, [5/22-94](#), and [5/24-5](#).

[30 ILCS 708/](#), Grant Accountability and Transparency Act.

[410 ILCS 170/](#), Coal Tar Sealant Disclosure Act.

[820 ILCS 130/](#), Prevailing Wage Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:70 (Resource Conservation), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting)

Adopted: January 16, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-20.86, renumbered by P.A. 103-605. **Issue 117, October 2024**

## *Document Status: Draft Update*

### **OPERATIONAL SERVICES**

#### **4:170 Safety**

##### Safety and Security

All District operations, including the education program, shall be conducted in a manner that will promote the safety and security of everyone on District property or at a District event. The Superintendent or designee shall develop, implement, and maintain a comprehensive safety and security plan that includes, without limitation:

1. An emergency operations and crisis response plan(s) addressing prevention, preparation, response, and recovery for each school;
2. Provisions for a coordinated effort with local law enforcement and fire officials, emergency medical services personnel, and the Board Attorney;
3. A school safety drill plan;
4. Instruction in safe bus riding practices; and
5. A clear, rapid, factual, and coordinated system of internal and external communication.

In the event of an emergency that threatens the safety of any person or property, students and staff are encouraged to follow the best practices discussed for their building regarding the use of any available cellular telephones.

##### School Safety Drill Plan

During every academic year, each school building that houses school children shall conduct, at a minimum, each of the following in accordance with the School Safety Drill Act ([105 ILCS 128/](#)):

1. Three school evacuation drills to address and prepare students and school personnel for fire incidents. One of these three drills shall require the participation of the local fire department or district.
2. One bus evacuation drill.
3. One severe weather and shelter-in-place drill to address and prepare students and school personnel for possible tornado incidents.
4. One law enforcement lockdown drill to address a school shooting incident and to evaluate the preparedness of school personnel and students. This drill shall occur no later than 90 days after the first day of school of each year, and shall require the participation of all school personnel and students present at school at the time of the drill, except for those exempted by administrators, school support personnel, or a parent/guardian.

##### Annual Review

The Board or its designee will annually review each school building's emergency operations and crisis response plan(s), protocols, and procedures, as well as each building's compliance with the school safety drill plan. This annual review shall be in accordance with the School Safety Drill Act ([105 ILCS 128/](#)) and the Joint Rules of the Office of the State Fire Marshal and the Ill. State Board of Education

(ISBE). [29 Ill. Admin. Code Part 1500](#).

### Automated External Defibrillator (AED)

At least one automated external defibrillator (AED) shall be present in each District attendance center during the school day and during any District-sponsored extracurricular activity on school grounds. [PRESSPlus1](#) In addition, the Superintendent or designee shall implement a written plan for responding to medical emergencies at the District's physical fitness facilities in accordance with the Fitness Facility Medical Emergency Preparedness Act and shall file a copy of the plan with the Ill. Dept. of Public Health (IDPH). The plan shall provide for at least one ~~automated external defibrillator (AED)~~ to be available at every physical fitness facility on the premises according to State law requirements.

The District shall have an AED on site as well as a trained AED user: (1) on staff during staffed business hours; and (2) available during activities or events sponsored and conducted or supervised by the District. The Superintendent or designee shall ensure that every AED on the District's premises is properly tested and maintained in accordance with rules developed by the IDPH. This policy does not create an obligation to use an AED.

### Carbon Monoxide Alarms

The Superintendent or designee shall implement a plan with the District's local fire officials to:

1. Determine which school buildings to equip with approved *carbon monoxide alarms* or *carbon monoxide detectors*,
2. Locate the required carbon monoxide alarms or carbon monoxide detectors within 20 feet of a carbon monoxide emitting device, and
3. Incorporate carbon monoxide alarm or detector activation procedures into each school building that requires a carbon monoxide alarm or detector. The Superintendent or designee shall ensure each school building annually reviews these procedures.

### Soccer Goal Safety

The Superintendent or designee shall implement the Movable Soccer Goal Safety Act in accordance with the guidance published by the IDPH. Implementation of the Act shall be directed toward improving the safety of movable soccer goals by requiring that they be properly anchored.

### Unsafe School Choice Option

The unsafe school choice option allows students to transfer to another District school or to a public charter school within the District. The unsafe school choice option is available to:

1. All students attending a persistently dangerous school, as defined by State law and identified by the ISBE.
2. Any student who is a victim of a violent criminal offense, as defined by [725 ILCS 120/3](#), that occurred on school grounds during regular school hours or during a school-sponsored event.

The Superintendent or designee shall develop procedures to implement the unsafe school choice option.

### Lead Testing in Water

The Superintendent or designee shall implement testing for lead in each source of drinking water in

school buildings in accordance with the Ill. Plumbing License Law and guidance published by the IDPH. The Superintendent or designee shall notify parent(s)/guardian(s) about the sampling results from their children's respective school buildings.

### Emergency Closing

The Superintendent is authorized to close school(s) in the event of hazardous weather or other emergency that threatens the safety of students, staff members, or school property.

LEGAL REF.:

[105 ILCS 5/10-20.2](#), [5/10-20.57](#), [5/18-12](#), and [5/18-12.5](#).

[105 ILCS 128/](#), School Safety Drill Act; [29 Ill.Admin.Code Part 1500](#).

[210 ILCS 74/](#), Physical Fitness Facility Medical Emergency Preparedness Act.

[225 ILCS 320/35.5](#), Ill. Plumbing License Law.

CROSS REF.: 4:110 (Transportation), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 4:180 (Pandemic Preparedness; Management; and Recovery), 4:190 (Targeted School Violence Prevention Program), 5:30 (Hiring Process and Criteria), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

Adopted: April 19, 2022

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### **PRESSPlus Comments**

PRESSPlus 1. 105 ILCS 5/10-20.97, added by P.A. 103-1019. An AED installed and maintained according to the Physical Fitness Facility Medical Emergency Preparedness Act (210 ILCS 74/) can be used to satisfy this requirement. **Issue 117, October 2024**

## *Document Status: District Use Only*

### General Personnel

#### **5:10 Equal Employment Opportunity and Minority Recruitment**

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; 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; work authorization status; use of lawful products while not at work; being a victim of domestic violence, sexual violence, gender violence, or any other crime of 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; reproductive health decisions; [PRESSPlus1](#) credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; conviction record, unless authorized by law; family responsibilities; [PRESSPlus2](#) 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 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 under Board policy 2:260, *Uniform Grievance Procedure*, or in the case of denial of equal employment opportunities on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. 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 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 or a Complaint Manager under Board policy 2:260, *Uniform Grievance Procedure*. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

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

#### **Nondiscrimination Coordinator:**

Mr. Dr. Michael Rodrigo,  
Director of Personnel Services  
445 Sheridan Rd.,

Highwood, IL 60040  
[mrodrigo@nssd112.org](mailto:mrodrigo@nssd112.org)  
224/765-3069

### Complaint Managers:

Dr. Holly Colin,  
Assistant Superintendent  
445 Sheridan Rd.,  
Highwood, IL 60040  
[hcolin@nssd112.org](mailto:hcolin@nssd112.org)  
224/765-3048

Dr. Kevin Ryan,  
Assistant Superintendent  
445 Sheridan Rd.,  
Highwood, IL 60040  
[kryan@nssd112.org](mailto:kryan@nssd112.org)  
224/765-3051

The Superintendent 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. §218d](#), Fair Labor Standards 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. §2000d](#) *et seq.*, Title VI of the Civil Rights Act of 1964; [34 C.F.R. Part 100](#).
- [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. §2000gg](#) *et seq.*, Pregnant Workers Fairness Act; [29 C.F.R. Part 1636](#).

[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](#), [5/2-101](#), [5/2-102](#), [5/2-103](#), [5/2-103.1](#), [5/2-104\(D\)](#) and [5/6-101](#), Ill. Human Rights Act.

[775 ILCS 35/](#), 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 112/](#), 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 Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 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 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:70 (Accommodating Individuals with Disabilities)

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## PRESSPlus Comments

PRESSPlus 1. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/1-102(A) and 5/1-103(Q), amended by P.A. 103-785, eff. 1-1-25. *Reproductive health decisions* means a person's decisions regarding their use of: contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care. 775 ILCS 5/1-103(O-2), added by P.A. 103-785, eff. 1-1-25. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/2-102(A), amended by P.A. 103-797, eff. 1-1-25. *Family responsibilities* means an employee's actual or perceived provision of *personal care* to a *covered family member*, as those terms are defined in the Employee Sick Leave Act, 820 ILCS 191/5. **Issue 117, October 2024**

## *Document Status: Draft Update*

### General Personnel

#### **5:20 Workplace Harassment Prohibited**

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including 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, work authorization status, disability, pregnancy, marital status, family responsibilities, PRESSPlus1 reproductive health decisions, PRESSPlus2 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 Grievance Procedure*; 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*; 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, but is not limited to, verbal, physical, or other 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'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.

An employee 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 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:**

Mr. Michael Rodrigo,  
Director of Personnel Services  
445 Sheridan Rd.,  
Highwood, IL 60040  
[mrodrigo@nssd112.org](mailto:mrodrigo@nssd112.org)  
224/765-3069

### **Complaint Managers:**

Dr. Holly Colin,  
Assistant Superintendent  
445 Sheridan Rd.,  
Highwood, IL 60040  
[hcolin@nssd112.org](mailto:hcolin@nssd112.org)  
224/765-3048

Dr. Kevin Ryan,  
Assistant Superintendent  
445 Sheridan Rd.,  
Highwood, IL 60040  
[kryan@nssd112.org](mailto:kryan@nssd112.org)  
224/765-3051

### 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 sex-based harassment <sup>via</sup> PRESSPlus3 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 Board policy 2:265, *Title IX Grievance Procedure*, should be initiated.

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

For any other alleged workplace harassment that does not require action under Board policies 2:265, *Title IX Grievance Procedure*, or 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board policy 2:260, *Uniform Grievance Procedure*, and/or 5:120, *Employee Ethics; Code of Professional 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 Board policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under Board policy 2:265, *Title IX Grievance Procedure*, or Board policy 2:260, *Uniform Grievance Procedure*.

### Enforcement

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 to the District, e.g., vendor, parent/guardian, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee 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 policies 2:260, *Uniform Grievance Procedure*, 2:265, *Title IX Grievance Procedure*, and 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*), 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/or 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 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.:

[42 U.S.C. §2000e](#) *et seq.*, Title VII of the Civil Rights Act of 1964; [29 C.F.R. §1604.11](#).

[20 U.S.C. §1681](#) *et seq.*, Title IX of the Education Amendments of 1972; [34 C.F.R. Part 106](#).

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

[775 ILCS 5/2-101\(E\)](#) and (E-1), [5/2-102\(A\)](#), (A-10), (D-5), [5/2-102\(E-5\)](#), [5/2-109](#), [5/5-102](#), and [5/5-102.2](#), Ill. Human Rights Act.

[56 Ill. Admin.Code Parts 2500](#), [2510](#), [5210](#), and [5220](#).

[Vance v. Ball State Univ.](#), 570 U.S. 421 (2013).

[Crawford v. Metro. Gov't of Nashville & Davidson Cnty.](#), 555 U.S. 271 (2009).

[Jackson v. Birmingham Bd. of Educ.](#), 544 U.S. 167 (2005).

[Oncale v. Sundowner Offshore Servs.](#), 523 U.S. 75 (1998).

[Burlington Indus. v. Ellerth](#), 524 U.S. 742 (1998).

[Faragher v. City of Boca Raton](#), 524 U.S. 775 (1998).

[Harris v. Forklift Systems](#), 510 U.S. 17 (1993).

[Franklin v. Gwinnett Co. Public Schools](#), 503 U.S. 60 (1992).

[Meritor Savings Bank v. Vinson](#), 477 U.S. 57 (1986).

*Porter v. Erie Foods Int, Inc.*, 576 F.3d 629 (7th Cir. 2009).

*Williams v. Waste Mgmt.*, 361 F.3d 1021 (7th Cir. 2004).

*Berry v. Delta Airlines*, 260 F.3d 803 (7th Cir. 2001).

*Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n*, 233 Ill.2d 125 (Ill. 2009).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/2-102(A), amended by P.A. 103-797, eff. 1-1-25. *Family responsibilities* means an employee's actual or perceived provision of *personal care* to a *covered family member*, as those terms are defined in the Employee Sick Leave Act, 820 ILCS 191/5. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/1-102(A) and 5/1-103(Q), amended by P.A. 103-785, eff. 1-1-25. *Reproductive health decisions* means a person's decisions regarding their use of: contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care. 775 ILCS 5/1-103(O-2), added by P.A. 103-785, eff. 1-1-25. **Issue 117, October 2024**

PRESSPlus 3. Updated in response to final regulations implementing Title IX. **Issue 117, October 2024**

## *Document Status: Draft Update*

### General Personnel

#### **5:90 Abused and Neglected Child Reporting**

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child shall: (1) immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873)(within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), and (2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field

office. [PRESSPlus1](#) Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement.

Negligent failure to report occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

Any District employee who discovers child pornography on electronic and information technology equipment shall immediately report it to local law enforcement, the National Center for Missing and Exploited Children's CyberTipline 1-800-THE-LOST (1-800-843-5678) or online at [report.cybertip.org/](http://report.cybertip.org/) or [www.missingkids.org](http://www.missingkids.org). The Superintendent or Building Principal shall also be promptly notified of the discovery and that a report has been made.

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal. Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

#### Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect.

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter Status* form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.

3. Complete an annual evidence-informed training related to child sexual abuse, grooming behaviors (including *sexual misconduct* as defined in *Faith's Law*), and boundary violations as required by law and policy 5:100, *Staff Development Program*.

### Alleged Incidents of Sexual Abuse: Investigations

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in [720 ILCS 5/11-9.1A](#), 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.

If a District employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, DCFS will refer the matter to the local Children's Advocacy Center (CAC). The Superintendent or designee will implement procedures to coordinate with the CAC.

DCFS and/or the appropriate law enforcement agency will inform the District when its investigation is complete or has been suspended, as well as the outcome of its investigation. The existence of a DCFS and/or law enforcement investigation will not preclude the District from conducting its own parallel investigation into the alleged incident of sexual abuse in accordance with policy 7:20, *Harassment of Students Prohibited*.

### Special Superintendent Responsibilities

The Superintendent shall execute the requirements in Board policy 5:150, *Personnel Records*, whenever another school district requests a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

When the Superintendent has reasonable cause to believe that a license holder (1) committed an intentional act of abuse or neglect with the result of making a child an abused child or a neglected child under ANCR or an act of sexual misconduct under *Faith's Law*, and (2) that act resulted in the license holder's dismissal or resignation from the District, the Superintendent shall notify the State Superintendent and the Regional Superintendent in writing, providing the Ill. Educator Identification Number as well as a brief description of the misconduct alleged. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

The Superintendent shall develop procedures for notifying a student's parents/guardians when a District employee, contractor, or agent is alleged to have engaged in sexual misconduct with the student as defined in *Faith's Law*. The Superintendent shall also develop procedures for notifying the student's parents/guardians when the Board takes action relating to the employment of the employee, contractor, or agent following the investigation of sexual misconduct. Notification shall not occur when the employee, contractor, or agent alleged to have engaged in sexual misconduct is the student's parent/guardian, and/or when the student is at least 18 years of age or emancipated.

The Superintendent shall execute the recordkeeping requirements of *Faith's Law*.

### Special Board of Education Member Responsibilities

Each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCR, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCR's requirements concerning the reporting of child abuse.

If the Board determines that any District employee, other than an employee licensed under [105 ILCS](#)

[5/21B](#), has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

When the Board learns that a licensed teacher was convicted of any felony, it must promptly report it to the State agencies listed in policy 2:20, *Powers and Duties of the Board of Education; Indemnification*.

LEGAL REF.:

[20 U.S.C. §7926](#), Elementary and Secondary Education Act.

[105 ILCS 5/10-21.9](#), [5/10-23.13](#), [5/21B-85](#), [5/22-85.5](#), and [5/22-85.10](#).

[20 ILCS 1305/1-1](#) *et seq.*, Department of Human Services Act.

[325 ILCS 5/](#), Abused and Neglected Child Reporting Act.

[720 ILCS 5/12C-50.1](#), Criminal Code of 2012.

CROSS REF.: 2:20 (Powers and Duties of the Board of Education; Indemnification), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 4:60 (Purchases and Contracts), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Termination and Suspensions), 6:120 (Education of Children with Disabilities), 6:250 (Community Resource Persons and Volunteers), 7:20 (Harassment of Students Prohibited), 7:150 (Agency and Police Interviews)

Adopted: August 22, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 325 ILCS 5/7, amended by P.A. 103-624, eff. 1-1-25, removing the requirement for mandated reporters to confirm their oral reports in writing to the DCFS field office. **Issue 117, October 2024**

# Document Status: Draft Update

## General Personnel

### 5:125 Personal Technology and Social Media; Usage and Conduct

#### Definitions

**Includes** - Means "includes without limitation" or "includes, but is not limited to."

**Social media** - Media for social interaction, using highly accessible web-based and/or mobile technologies that allow users to share content and/or engage in interactive communication through online communities. This includes, but is not limited to, services such as *Facebook, LinkedIn, Twitter X (formerly Twitter), Threads, Instagram, TikTok, Snapchat, Discord, PRESSPlus1* and YouTube.

**Personal technology** - Any device that is not owned or leased by the District or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes computers, tablets, smartphones, *smartwatches, PRESSPlus2* and other devices.

#### Usage and Conduct

All District employees who use personal technology and/or social media shall:

1. Adhere to the high standards for **Professional and Appropriate Conduct** required by policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policies 5:20, *Workplace Harassment Prohibited*; 5:100, *Staff Development Program*; 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*; 6:235, *Access to Electronic Networks*; and 7:20, *Harassment of Students Prohibited*; and the Ill. Code of Educator Ethics, [23 Ill.Admin.Code §22.20](#).
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Inform their immediate supervisor if a student initiates inappropriate contact with them via any form of personal technology or social media.
5. Report instances of suspected abuse or neglect discovered through the use of social media or personal technology pursuant to a school employee's obligations under policy 5:90, *Abused and Neglected Child Reporting*.
6. Not disclose confidential information, including but not limited to school student records (e.g., student work, photographs of students, names of students, or any other personally identifiable information about students) or personnel records, in compliance with policy 5:130, *Responsibilities Concerning Internal Information*. For District employees, proper approval may

include implied consent under the circumstances.

7. Refrain from using the District's logos without permission and follow Board policy 5:170, *Copyright*, and all District copyright compliance procedures.
8. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.
9. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through the District employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.
10. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of this policy.

### Superintendent Responsibilities

The Superintendent shall:

1. Inform District employees about this policy during the in-service on educator ethics, teacher-student conduct, and school employee-student conduct required by policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*.
2. Direct Building Principals to annually:
  - a. Provide their building staff with a copy of this policy.
  - b. Inform their building staff about the importance of maintaining high standards in their school relationships.
  - c. Remind their building staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.
3. Build awareness of this policy with students, parents, and the community.
4. Ensure that neither the District, nor anyone on its behalf, commits an act prohibited by the Right to Privacy in the Workplace Act, [820 ILCS 55/10](#); i.e., the *Facebook Password Law*.
5. Periodically review this policy and any implementing procedures with District employee representatives and electronic network system administrator(s) and present proposed changes to the Board.

LEGAL REF.:

[105 ILCS 5/21B-75](#) and [5/21B-80](#).

[775 ILCS 5/5A-102](#), III. Human Rights Act.

[820 ILCS 55/10](#), Right to Privacy in the Workplace Act.

[23 Ill.Admin.Code §22.20](#), Code of Ethics for Ill. Educators.

[Garcetti v. Ceballos](#), 547 U.S. 410 (2006).

[Pickering v. High School Dist. 205](#), 391 U.S. 563 (1968).

*Mayer v. Monroe County Community School Corp.*, 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:130 (Responsibilities Concerning Internal Information), 5:150 (Personnel Records), 5:170 (Copyright), 5:200 (Terms and Conditions of Employment and Dismissal), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:340 (Student Records)

Adopted: August 22, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. Updated for continuous improvement. **Issue 117, October 2024**

PRESSPlus 2. Updated for continuous improvement. **Issue 117, October 2024**

# Document Status: Draft Update

## Professional Personnel

### 5:230 Maintaining Student Discipline

Maintaining an orderly learning environment is an essential part of each teacher's instructional responsibilities. A teacher's ability to foster appropriate student behavior is an important factor in the teacher's educational effectiveness. The Superintendent shall ensure that all teachers, other ~~certificated~~ licensed [PRESSPlus1](#) educational employees (except for individuals employed as paraprofessional educators), and persons providing a student's related service(s): (1) maintain discipline in the schools as required in the School Code, and (2) follow the Board of Education policies and administrative procedures on student conduct, behavior, and discipline.

When a student's behavior is unacceptable, the teacher should first discuss the matter with the student, if appropriate. If the unacceptable behavior continues, the teacher should consult with the Building Principal and/or discuss the problem with the parent(s)/guardian(s). A teacher may remove any student from the learning setting whose behavior interferes with the lessons or participation of fellow students. A student's removal must be in accordance with Board policy and administrative procedures.

~~Teachers~~ School personnel shall not use disciplinary methods that may be damaging to students, such as ridicule, sarcasm, or excessive temper displays. Corporal punishment (including slapping, paddling, or prolonged maintenance of a student in physically painful positions, and intentional infliction of bodily harm) is prohibited in all circumstances ~~may not be used~~. ~~Teachers~~ School personnel may only use reasonable force as ~~needed to keep students, school personnel, and others safe, or for self-defense or defense of property~~ permitted by 105 ILCS 5/10-20.33. [PRESSPlus2](#)

LEGAL REF.:

105 ILCS 5/22-100 and 5/24-24. [PRESSPlus3](#)

[23 Ill.Admin.Code §1.280.](#)

CROSS REF.: 2:150 (Committees), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

Adopted: August 22, 2023

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### **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/24-24, amended by P.A. 103-806, eff. 1-1-25, replacing the word *certificated* with *licensed*. This change brings 105 ILCS 5/24-24 into alignment with its corresponding rule at 23 Ill.Admin.Code §1.280. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to 105 ILCS 5/22-100 and 5/24-24, respectively added and amended by P.A. 103-806, eff. 1-1-25. *Corporal punishment* means “a discipline method in which a

person deliberately inflicts pain upon a student in response to the student's unacceptable behavior or inappropriate language, with an aim to halt an offense, prevent its recurrence, or set an example for others." 105 ILCS 5/22-100, added by P.A. 103-806, eff. 1-1-25. See sample policy 7:190, *Student Behavior*, available at PRESS Online by logging in at [www.iasb.com](http://www.iasb.com), for a discussion of corporal punishment. **Issue 117, October 2024**

PRESSPlus 3. The Legal References are updated. **Issue 117, October 2024**

## *Document Status: Draft Update*

### **INSTRUCTION**

#### **6:60 Curriculum Content**

The curriculum shall contain instruction on subjects required by State statute or regulation as follows:

1. In kindergarten through grade 8, subjects include: (a) language arts, (b) reading, (c) other communication skills, (d) science, (e) mathematics, (f) social studies, (g) art, (h) music, and (i) drug and substance abuse prevention including the dangers of opioid abuse. A reading opportunity of 60 minutes per day will be promoted for all students in kindergarten through grade 3 whose reading levels are one grade level or more lower than their current grade level. Daily time of at least 30 minutes (with a minimum of at least 15 consecutive minutes if divided) will be provided for supervised, unstructured, child-directed play for all students in kindergarten through grade 5. Before the completion of grade 5, students will be offered at least one unit of cursive instruction. In grades 6, 7, or 8, students must receive at least one semester of civics education in accordance with Illinois Learning Standards for social science.
2. In grades 7 and 8, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
3. In kindergarten through grade 8, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence. In addition, anti-bias education and intergroup conflict resolution may be taught as an effective method for preventing violence and lessening tensions in schools; these prevention methods are most effective when they are respectful of individuals and their divergent viewpoints and religious beliefs, which are protected by the [First Amendment to the Constitution of the United States](#).
4. In grades kindergarten through 8, age-appropriate Internet safety must be taught, the scope of which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks* and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.
5. In all grades, students must receive developmentally appropriate opportunities to gain computer literacy skills that are embedded in the curriculum.
6. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include examples of behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
7. In all schools, citizenship values must be taught, including: (a) American patriotism, (b) principles of representative government (the American Declaration of Independence, the Constitution of the United States of America and the Constitution of the State of Illinois), (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.
8. In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related

fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage with such frequency as determined by the Board, but at a minimum of three days per five-day week, during the school day, except on block scheduled days, in a physical education course. For exemptions and substitutions, see policy 7:260, *Exemption from Physical Education*.

9. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) personal health habits ~~components necessary to develop a sound mind in a healthy body,~~ [PRESSPlus1](#) (d) dangers and avoidance of abduction, ~~and~~ (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades, and (f) in grades 6-8, the dangers of fentanyl. [PRESSPlus2](#) The Superintendent shall implement a comprehensive health education program in accordance with State law.
10. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels. In grades 6-8, students engage in career exploration and career development activities to prepare them to make informed plans and decisions about their future education and career goals. [PRESSPlus3](#)
11. In all schools, environmental education ~~conservation of natural resources must be taught,~~ including instruction on: (a) ~~home ecology~~ the current problems and needs in the conservation of natural resources, and (b) ~~endangered species~~ beginning in the fall of 2026, instruction on climate change, (c) ~~threats to the environment,~~ and (d) ~~the importance of the environment to life as we know it.~~ [PRESSPlus4](#)
12. In all schools, instruction as determined by the Superintendent or designee on United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, (g) Illinois history, (h) the contributions made to society by Americans of different faith practices, including, but not limited to, Muslim Americans, Jewish Americans, Christian Americans, Hindu Americans, Sikh Americans, Buddhist Americans, and any other collective community of faith that has shaped America, (i) Native American nations' sovereignty and self-determination, both historically and in the present day, with a focus on urban Native Americans, and (j) beginning in the fall of 2024, the events of the Native American experience and Native American history within the Midwest and Illinois since time immemorial in accordance with [105 ILCS 5/27-20.05](#).
13. In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.
14. In grade 7, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
15. In all schools, the curriculum includes instruction as determined by the Superintendent or

designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, the Native American genocide in North America, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.

16. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
17. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the pre-enslavement of Black people from 3,000 BCE to AD 1619, the African slave trade, slavery in America, the study of the reasons why Black people came to be enslaved, the vestiges of slavery in this country, the study of the American civil rights renaissance, as well as the struggles and contributions of African-Americans.
18. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.
19. In all schools, instruction as determined by the Superintendent or designee on the events of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States.
20. In kindergarten through grade 8, education must be available to students concerning effective methods of preventing and avoiding traffic injuries related to walking and bicycling.

#### LEGAL REF.:

[Pub. L. No. 108-447](#), Section 111 of Division J, Consolidated Appropriations Act of 2005.

[Pub. L. No. 110-385](#), Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.

[47 C.F.R. §54.520](#).

[5 ILCS 465/3](#) and [465/3a](#).

[20 ILCS 2605/2605-480](#).

[105 ILCS 5/2-3.80\(e\)](#) and (f), [5/10-20.79](#), [5/10-20.84](#), [5/10-23.13](#), [5/27-3](#), [5/27-3.5](#), [5/27-5](#), [5/27-6](#), [5/27-6.5](#), [5/27-7](#), [5/27-12](#), [5/27-12.1](#), [5/27-13.1](#), [5/27-13.2](#), [5/27-20.05](#), [5/27-20.08](#), [5/27-20.3](#), [5/27-20.4](#), [5/27-20.5](#), [5/27-20.7](#), [5/27-20.8](#), [5/27-21](#), [5/27-22](#), [5/27-23.3](#), [5/27-23.4](#), [5/27-23.7](#), [5/27-23.8](#), [5/27-23.10](#), [5/27-23.11](#), [5/27-23.15](#), [5/27-23.16](#), [5/27-24.1](#), and [5/27-24.2](#).

[105 ILCS 110/3](#), Comprehensive Health Education Program.

[105 ILCS 435/](#), Vocational Education Act.

[625 ILCS 5/6-408.5](#), Ill. Vehicle Code.

[23 Ill.Admin.Code §§1.420](#), [1.425](#), [1.430](#), and [1.440](#).

CROSS REF.: 4:165 (Awareness and Prevention of Child Sex Abuse and Grooming Behaviors), 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:260 (Exemption from Physical Education)

Adopted: January 16, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated for continuous improvement to more closely align with the Comprehensive Health Education Program (CHEP)105 ILCS 110/3. **Issue 117, October 2024**

PRESSPlus 2. Updated in response to CHEP, 105 ILCS 110/3(e), amended by P.A. 103-810. **Issue 117, October 2024**

PRESSPlus 3. 105 ILCS 5/10-20.84(a), added by P.A. 102-917 and renumbered by P.A. 103-154. Unless a board has opted out, career exploration and career development activities in grades 6-12 must be implemented by 7-1-25 in accordance with the model framework adopted by State agencies known as the PaCE Framework. See [www.isac.org/pace/il-pace-resource-materials.html](http://www.isac.org/pace/il-pace-resource-materials.html) for the middle school and high school frameworks and additional implementation resources.

To fully or partially opt out of career exploration and career development activities under 105 ILCS 5/10-20.84(d), a board must adopt a set of findings that considers the following: (1) the district's current systems for college and career readiness; (2) the district's cost of implementation balanced against the potential benefits to students and families through improved postsecondary education and career outcomes; (3) the willingness and capacity of local businesses to partner with the district for successful implementation of pathways other than education; (4) the willingness of institutions of higher education to partner with the district for successful implementation of the pathway and whether the district has sought and established a partnership agreement with a community college district incorporating provisions of the Model Partnership Agreement under the Dual Credit Quality Act (110 ILCS 27/) (see [www.isbe.net/Documents/DCQA-Model-Partnership-Agreement-Form.pdf](http://www.isbe.net/Documents/DCQA-Model-Partnership-Agreement-Form.pdf)); (5) the availability of a statewide database of participating local business partners, as provided under the Postsecondary and Workforce Readiness Act (110 ILCS 148/), for the purpose of career readiness and the accessibility of those work experiences and apprenticeships listed in the database to district students (see the link to the Work-based Learning Database at [www.isbe.net/cte](http://www.isbe.net/cte)); and (6) the availability of properly licensed teachers or teachers meeting faculty credential standards for dual credit courses to instruct in the program required for the endorsement areas. 105 ILCS 5/10-20.84(d) (1)-(6), added by P.A. 102-917 and renumbered by P.A. 103-154. A board opting out must report its findings and decision to ISBE. A board may also reverse its decision regarding implementation in whole or in part at any time.

In practice, unless a district has created its own career exploration and career development activities framework that does not align with the PaCE Framework, a board is unlikely to opt out of the PaCE Framework under 105 ILCS 5/10-20.84(a) and still implement College and Career Pathway Endorsements under 105 ILS 5/10-20.84(c) (CCPE) because career exploration activities are a prerequisite to award of the endorsements. 23 Ill.Admin.Code §258.20.

Delete this sentence if the board has fully opted out of implementation of career exploration and career development activities under 105 ILCS 5/10-20.84(d), added by P.A. 102-917 and renumbered by P.A. 103-154. Regarding partial opt-out from this requirement, the law does not address the types of partial opt-out(s) available. As of the date of the publication of **PRESS** Issue 117 (October 2024), ISBE had not issued any rulemaking or guidance on this topic or any details regarding reporting of a full or partial opt-out to ISBE, other than to indicate to IASB that districts can submit their decision to [CTE@isbe.net](mailto:CTE@isbe.net). Boards interested in opting out from this requirement should

consult the Board attorney and check for any further guidance that may be issued by ISBE. **Issue 117, October 2024**

PRESSPlus 4. Updated in response to 105 ILCS 5/27-13.1, amended by P.A. 103-837, eff. 7-1-25; 23 Ill.Admin.Code §1.420(l). Instruction on the conservation of natural resources must include, but is not limited to, air pollution, water pollution, waste reduction and recycling, the effect of excessive use of pesticides, preservation of wilderness areas, forest management, protection of wildlife, and humane care of animals. Instruction on climate change must include, but is not limited to, identifying the environmental and ecological impacts of climate change on individuals and communities and evaluating solutions for addressing and mitigating the impact of climate change. Instruction on climate change must align with State learning standards, as appropriate and subject to funding, and ISBE is required to make instructional resources and professional development learning opportunities available for educators. **Issue 117, October 2024**

# Document Status: Draft Update

## INSTRUCTION

### 6:135 Accelerated Placement Program

The District provides an Accelerated Placement Program (APP). The APP advances the District's goal of providing educational programs with opportunities for each student to develop to his or her maximum potential. The APP provides an educational setting with curriculum options usually reserved for students who are older or in higher grades than the student participating in the APP. APP options include, but may not be limited to: (a) accelerating a student in a single subject; (b) other grade-level acceleration; and (c) early entrance to kindergarten or first grade. Participation in the APP is open to all students who demonstrate high ability and who may benefit from accelerated placement. It is not limited to students who have been identified as gifted and talented. Eligibility to participate in the District's APP shall not be conditioned upon the protected classifications identified in Board of Education policy 7:10, *Equal Educational Opportunities*, or any factor other than the student's identification as an accelerated learner.

The Superintendent or designee shall implement an APP that includes:

1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s).
2. Notification processes that notify and provide a student's parent(s)/guardian(s) with:
  - a. Written notification when their child is eligible for enrollment in accelerated courses, PRESSPlus1 and
  - b. Notification of a decision affecting a student/their child's participation in the APP, and
3. Assessment processes that include multiple valid, reliable indicators.

The Superintendent or designee shall annually notify the community, parent(s)/guardian(s), students, and school personnel about the APP, the process for referring a student for possible evaluation for accelerated placement, and the methods used to determine whether a student is eligible for accelerated placement, including strategies to reach groups of students and families who have been historically underrepresented in accelerated placement programs and advanced coursework. Notification may: (a) include varied communication methods, such as student handbooks and District or school websites; and (b) be provided in multiple languages, as appropriate.

LEGAL REF.:

[105 ILCS 5/14A.](#)

[23 Ill.Admin.Code Part 227](#), Gifted Education.

CROSS REF.: 6:10 (Educational Philosophy and Objectives), 6:130 (Program for the Gifted), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools)

Adopted: August 22, 2023

## **PRESSPlus Comments**

PRESSPlus 1. Required by 105 ILCS 5/14A-32(a-25), added by P.A. 103-743. **Issue 117, October 2024**

## *Document Status: Draft Update*

### INSTRUCTION

#### **6:270 Guidance and Counseling Program**

The School District provides a guidance and counseling program for students. The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by school counselors or licensed educators with a school support personnel endorsement in the area of school counseling ~~a qualified guidance specialist or any certificated staff member.~~ [PRESSPlus1](#)

Each staff member is responsible for effectively guiding students under his/her supervision in order to provide early identification of intellectual, emotional, social, or physical needs, diagnosis of any learning disabilities, and development of educational potential. The District's counselors shall offer counseling to those students who require additional assistance.

LEGAL REF.:

[105 ILCS 5/10-22.24a](#) and [5/10-22.24b](#).

[23 Ill.Admin.Code §1.420\(q\)](#).

CROSS REF.: 6:50 (School Wellness), 6:65 (Student Social and Emotional Development), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

Adopted: February 21, 2023

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#### **PRESSPlus Comments**

PRESSPlus 1. 105 ILCS 5/10-22.24b, amended by P.A.s 102-876, 103-542, and 103-780, provides that school counselors as defined in 105 ILCS 5/10-22.24a or individuals who hold a Professional Educator License with a school support personnel endorsement in the area of school counseling under 105 ILCS 5/21B-25 may provide school counseling services. **Issue 117, October 2024**

# Document Status: Draft Update

## STUDENTS

### 7:10 Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality origin, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender, gender identity (whether or not traditionally associated with the student's sex assigned at birth), gender expression, status of being homeless, immigration status, order of protection status, military status, unfavorable military discharge, [PRESSPlus1](#) reproductive health decisions, [PRESSPlus2](#) or actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination [grievance complaint](#) by using Board policy 2:260, *Uniform Grievance Procedure*, or in the case of discrimination on the basis of race, color, or national origin, Board policy 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*.

#### Sex Equity

No student shall, based on sex, sexual orientation, gender identity, or gender expression be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities. Students shall be supported in a manner consistent with their gender identity. This will include, but not be limited to, use of restrooms, locker rooms, and other facilities that correspond with the student's gender identity.

Any student may file a sex equity complaint by using Board policy 2:260, *Uniform Grievance Procedure*. A student may appeal the Board's resolution of the complaint to the Regional Superintendent (pursuant to [105 ILCS 5/3-10](#)) and, thereafter, to the State Superintendent of Education (pursuant to [105 ILCS 5/2-3.8](#)).

Any student may file a sex discrimination complaint by using Board policy 2:265, *Title IX Grievance Procedure*, [PRESSPlus3](#)

#### Administrative Implementation

The Superintendent shall appoint a Nondiscrimination Coordinator, who also serves as the District's Title IX Coordinator. The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and related grievance procedures.

#### LEGAL REF.:

[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. §791](#) et seq., Rehabilitation Act of 1973; [34 C.F.R. Part 104](#).

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

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[Good News Club v. Milford Central Sch.](#), 533 U.S. 98 (2001).

[Ill. Constitution, Art. I](#), §18.

[105 ILCS 5/3.25b](#), [5/3.25d\(b\)](#), [5/10-20.12](#), [5/10-20.60](#), [5/10-20.63](#), [5/10-22.5](#), and [5/27-1](#).

[775 ILCS 5/1-101](#) *et seq.*, Illinois Human Rights Act.

[775 ILCS 35/5](#), Religious Freedom Restoration Act.

[23 Ill.Admin.Code §1.240](#) and [Part 200](#).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 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), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:250 (Student Support Services), 7:340 (Student Records), 8:20 (Community Use of School Facilities)

Adopted: July 16, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated to more comprehensively reflect categories protected by the Ill. Human Rights Act (775 ILCS 5/). **Issue 117, October 2024**

PRESSPlus 2. Updated in response to the Ill. Human Rights Act (IHRA), 775 ILCS 5/1-102(A) and 5/1-103(Q), amended by P.A. 103-785, eff. 1-1-25. *Reproductive health decisions* means a person's decisions regarding their use of: contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care. 775 ILCS 5/1-103(O-2), added by P.A. 103-785, eff. 1-1-25. **Issue 117, October 2024**

PRESSPlus 3. Updated in response to final regulations implementing Title IX. **Issue 117, October 2024**

## *Document Status: Draft Update*

### STUDENTS

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

##### Required Health Examinations and Immunizations

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

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

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

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was *risk-assessed* or screened for lead poisoning.
5. The IDPH will provide all students entering sixth grade and their parents/guardians information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine.
6. The District will provide informational materials regarding influenza, **and** influenza vaccinations, **meningococcal disease, and meningococcal vaccinations** [PRESSPlus1](#) developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.

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

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

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

### Eye Examination

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

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

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Superintendent or designee shall ensure that parents/guardians are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

### Dental Examination

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

If a child in the second or sixth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Superintendent or designee shall ensure that parents/guardians are notified of this dental examination requirement at least 60 days before May 15 of each school year.

### Exemptions

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

1. Religious grounds, if the student's parents/guardians present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parents/guardians of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease*, and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced practice registered nurse, or physician assistant provides written

verification.

3. Eye examination requirement, if the student's parents/guardians show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parents/guardians show an undue burden or a lack of access to a dentist.

### Homeless Child

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

LEGAL REF.:

[42 U.S.C. §11431](#) *et seq.*, McKinney-Vento Homeless Assistance Act.

[105 ILCS 5/27-8.1](#) and [45/1-20](#).

[410 ILCS 45/7.1](#), Lead Poisoning Prevention Act.

[410 ILCS 315/2e](#), Communicable Disease Prevention Act.

[23 Ill.Admin.Code §1.530](#).

[77 Ill. Admin.Code Part 664](#), Socio-Emotional and Developmental Screening.

[77 Ill.Admin.Code Part 665](#), Child and Student Health Examination and Immunization.

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

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

Adopted: February 21, 2023

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### **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/27-8.1(8.5), amended by P.A. 103-985, eff. 1-1-25. **Issue 117, October 2024**

# Document Status: Draft Update

## STUDENTS

### 7:160 Student Appearance

A student's appearance, including dress and hygiene, must not disrupt the educational process or compromise standards of health and safety. The District does not prohibit hairstyles historically associated with race, ethnicity, or hair texture, or any other protected classes under Board policy 7:10, Equal Educational Opportunities, including, but not limited to, protective hairstyles such as braids, locks, and twists, nor does it prohibit hairstyles historically associated with any other protected status under Board policy 7:10, Equal Educational Opportunities. [PRESSPlus1](#) The District also does not prohibit the right of a student to wear or accessorize the student's graduation attire with items associated with the student's cultural, ethnic, or religious identity or other characteristic or category protected under the Ill. Human Rights Act, [775 ILCS 5/1-103\(Q\)](#). Students who disrupt the educational process or compromise standards of health and safety must modify their appearance. Procedures for guiding student appearance will be developed by the Superintendent or designee and included in the *Student Handbook(s)*.

#### LEGAL REF.:

[105 ILCS 5/2-3.25](#) and [5/10-22.25b](#).

[Tinker v. Des Moines Indep. Sch. Dist.](#), 393 U.S. 503 (1969).

CROSS REF.: 7:10 (Equal Educational Opportunities), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior)

Adopted: January 16, 2024

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#### **PRESSPlus Comments**

PRESSPlus 1. Updated for continuous improvement and to align with policy 7:165, *School Uniforms*. **Issue 117, October 2024**

## *Document Status: Draft Update*

### STUDENTS

#### **7:180 Prevention of and Response to 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, religion, sex, national origin, ancestry, physical appearance, socioeconomic status, academic status, pregnancy, parenting status, homelessness, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, order of protection status, 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 or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' 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.

*Bullying* may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is

meant to be illustrative and non-exhaustive.

*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, (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, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

*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 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

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, a 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; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

### **Nondiscrimination Coordinator:**

Mr. Michael Rodrigo,

Director of Personnel Services  
445 Sheridan Rd.,  
Highwood, IL 60040  
[mrodrigo@nssd112.org](mailto:mrodrigo@nssd112.org)  
224/765-3069

**Complaint Managers:**

Dr. Holly Colin,  
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224/765-3051

4. Consistent with federal and State laws and rules governing student privacy rights, the parents/guardians of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. As appropriate, the school's administration shall also discuss the availability of social work services, counseling, school psychological services, other interventions, and restorative measures. The school shall make diligent efforts to notify a parent or legal guardian, utilizing all contact information the school has available or that can be reasonably obtained within the 24-hour period.
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 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**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
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, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is 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 publicly accessible 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 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. Pursuant to State law and Board policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. 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. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

- 1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- 2) If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary; or
- 3) A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Superintendent or designee must post the information developed as a result of the policy re-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. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Superintendent or designee shall fully implement the Board policies, including without

limitation, the following:

- a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
- b. 2:265, *Title IX Grievance Procedure*. Any person may use this policy to complain about sexual harassment discrimination PRESSPlus1 in violation of Title IX of the Education Amendments of 1972.
- c. 2:270, *Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited*. Any person may use this policy to complain about discrimination or harassment on the basis of race, color, or national origin in violation of Title VI of the Civil Rights Act of 1964 and/or the Illinois Human Rights Act.
- d. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
- e. 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.
- f. 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.
- g. 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).
- h. 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.
- i. 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.
- j. 7:310, *Restrictions on Publications; Elementary Schools*. This policy 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.:

[105 ILCS 5/10-20.14](#), [5/10-22.6\(b-20\)](#), [5/24-24](#), and [5/27-23.7](#).

[405 ILCS 49/](#), Children's Mental Health Act.

[775 ILCS 5/1-103](#), Ill. Human Rights Act.

[23 Ill.Admin.Code §§1.240](#), [1.280](#), and [1.295](#).

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 4:170 (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)

Adopted: July 23, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to final regulations implementing Title IX. **Issue 117, October 2024**

## *Document Status: Draft Update*

### **STUDENTS**

#### **7:200 Suspension Procedures**

##### In-School Suspension

**In-School Suspension is a behavioral intervention the school district uses to provide a space for students to process their behavior. In-School Suspension is not exclusionary discipline in the context of [Section 10-22.6](#).**

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

##### Out-of-School Suspension

**Out-of-School Suspension is defined as an exclusion from school for a period of ten days or less.**

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
  - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
  - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
  - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
  - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and

- e. Depending upon the length of the out-of-school suspension, include the following applicable information:
  - i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:
    - a) A threat to school safety, or
    - b) A disruption to other students' learning opportunities.
  - ii. For a suspension of 4 or more school days, an explanation:
    - a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,
    - b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and
    - c) That the student's continuing presence in school would either:
      - i) Pose a threat to the safety of other students, staff, or members of the school community, or
      - ii) Substantially disrupt, impede, or interfere with the operation of the school.
  - iii. For a suspension of ~~5~~<sup>4</sup> [PRESSPlus1](#) or more school days, the information listed in section 4.e.ii., above, along with documentation by the Superintendent or designee determining what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board. At the review, the student's parent(s)/guardian(s) may appear and discuss the suspension with the Board or its hearing officer and may be represented by counsel. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.:

[Goss v. Lopez](#), 419 U.S. 565 (1975).

[105 ILCS 5/10-20.14](#), [5/10-22.6](#).

[23 Ill.Admin.Code §1.280](#).

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct)

Adopted: August 22, 2023

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to 105 ILCS 5/10-22.6(b-25), amended by P.A. 103-896. In consultation with stakeholders, the Ill. State Board of Education (ISBE) must draft and publish guidance for the re-engagement of students who are suspended out-of-school, expelled, or returning from an alternative school setting by 7-1-25. **Issue 117, October 2024**

## Document Status: Draft Update

### COMMUNITY RELATIONS

#### 8:10 Connection with the Community

##### Public Relations

The Board President is the official spokesperson for the Board of Education. The Superintendent is the District's chief spokesperson. The Board, in collaboration with the Superintendent PRESSPlus1 or designee, shall plan and implement a District public relations program that is designed to:

1. Develop community understanding of school operation.
2. Gather community attitudes and desires for the District.
3. Secure Ensure PRESSPlus2 adequate financial support for a sound educational program.
4. Help the community feel a more direct responsibility for the quality of education provided by their schools.
5. Earn the community's goodwill, respect, and trust confidence.
6. Promote a genuine spirit of cooperation between the school and the community.
7. Keep the news media and community accurately informed.
8. Coordinate with the District Safety Coordinator to provide accurate and timely information to the appropriate individuals during an emergency.

The public relations program should include:

1. Regular news releases concerning District programs, policies, activities, and special event management for distribution by, for example, posting on the District website, using District social media platforms accounts, PRESSPlus3 e.g., Facebook, Twitter, etc., and/or sending to the news media.
2. News conferences, and interviews, and official Board or District statements, as requested or needed. The Board President and Superintendent will coordinate their respective media relations efforts. As official spokesperson for the Board, PRESSPlus4 the Board President will communicate on behalf of the Board to the news media and community. Statements made by Board members when not authorized by the Board will be considered personal comments of the Board member, and Board members are encouraged to identify such statements as their personal opinions. Official Board or District statements (other than those made directly to the media) will be made through the District website and/or its social media accounts, at official District events, or through other official communication methods, such as District email or mailings. Individuals may speak for the District only with prior approval from the Superintendent. PRESSPlus5
3. Publications having a high quality of editorial content and effective format. All publications shall identify the District, school, department, or classroom and shall include the name of the Superintendent, the Building Principal, and/or the author and the publication date.
4. Other efforts that highlight the District's programs and activities.

## Community Engagement

Community engagement is a process that the Board uses to actively involve diverse citizens in dialogue, deliberation, and collaborative thinking around common interests for the District's schools. Effective community engagement [PRESSPlus6](#) is essential to create trust and support among the community, Board, Superintendent, and District staff. [PRESSPlus7](#)

The Board, in consultation with the Superintendent, determines the purpose(s) and objective(s) of any community engagement initiative articulates the District's community engagement goals.

For each community engagement initiative:

1. The Board will:
  1. Commit to the determined purpose(s) and objective(s), and
  2. Provide information about the expected nature of the public's involvement.
2. The Superintendent will:
  1. Identify the effective tools and tactics that will advance the Board's purpose(s) and objective(s).
  2. At least annually, prepare a report for the community engagement initiative, and/or
  3. Prepare a final report of the community engagement initiative.

The Board will periodically: (1) review whether its community engagement initiative goals(s) are achieving the identified purpose(s) and objective(s); (2) consider what, if any, modifications would improve effectiveness; and (3) determine whether to continue individual initiativestactics.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers)

Adopted: January 16, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. The board and superintendent should have a conversation regarding which objectives the board, superintendent, or both the board and superintendent together will implement. **Issue 117, October 2024**

PRESSPlus 2. Updated throughout for continuous improvement. **Issue 117, October 2024**

PRESSPlus 3. Updated in response to the U.S. Supreme Court case Lindke v. Freed, 601 U.S. 187 (2024), which held that a government official's speech on social media is attributable to the government if the official: (1) has actual authority to speak on behalf of the government on a particular matter; and (2) purports to exercise that authority when speaking on social media. If an official's speech on social media is attributable to the government, then the official's social media posts will be subject to scrutiny under the First Amendment. Social media accounts of government officials that are clearly labeled as personal (e.g., "This is the personal page of [insert name]") or with a disclaimer (e.g., "the views expressed are strictly my own") are presumed to contain only personal posts, though that presumption can be challenged depending on the particular facts. The Court did not distinguish between elected or appointed government officials and employees, suggesting that the same test would apply to government employees.

Because those who post on a district's social media accounts typically have authority to speak on the district's behalf, such accounts are likely either *limited public forums* (also referred to as *nonpublic forums*) or *public forums*. See, e.g., People for the Ethical Treatment of Animals v. Tabak, 2024 WL 3573661 (D.C. Cir. 2024)(finding the National Institutes of Health's (NIH) social media accounts were limited public forums because use of the accounts was limited to discussion of certain subjects; however, the NIH violated the First Amendment when it filtered out comments based on the plaintiff's viewpoints). Consider that school districts are different than federal government agencies and must ensure other duties to students, e.g., safety and security, which may require excluding certain comments from the district's social media accounts. **Issue 117, October 2024**

PRESSPlus 4. In alignment with the IASB *Foundational Principles of Effective Governance*, the school board president is the board's spokesperson (see sample policy 2:110, *Qualifications, Term, and Duties of Board Officers*) and the superintendent is the district's spokesperson. **Issue 117, October 2024**

PRESSPlus 5. This item aligns with sample policy 2:110, *Qualifications, Term, and Duties of Board Officers*, and the board member oath of office in 105 ILCS 5/10-16.5, which requires board members to swear or affirm that they "shall recognize that a board member has no legal authority as an individual and that decisions can only be made by a majority vote at a public board meeting." Making official statements through the district's website and official social media accounts, rather than through personal or "mixed use" accounts is a best practice and a strategy to mitigate First Amendment liability for board members and employees who communicate through social media platforms. Additionally, it is a best practice for board members or employees with social media accounts to clearly label their personal accounts as personal and limit district-related communications to official district accounts. **Issue 117, October 2024**

PRESSPlus 6. For training resources, see [www.iasb.com/conference-training-and-events/training/workshops/reflecting-on-communication-and-community-engagemen/](http://www.iasb.com/conference-training-and-events/training/workshops/reflecting-on-communication-and-community-engagemen/) and [www.iasb.com/about-us/publications/journal/2022-illinois-school-board-journal/september-october-2022/engaging-with-the-community-%C2%A0a-time-to-reflect-and/](http://www.iasb.com/about-us/publications/journal/2022-illinois-school-board-journal/september-october-2022/engaging-with-the-community-%C2%A0a-time-to-reflect-and/) **Issue 117, October 2024**

PRESSPlus 7. These statements are based on IASB's *Foundational Principles of Effective Governance*, principle #2, "The board connects with the community." The first sentence applies the definition of community engagement to a board and its school district. See [www.iasb.com/conference-training-and-events/training/training-resources/foundational-principles-of-effective-governance/](http://www.iasb.com/conference-training-and-events/training/training-resources/foundational-principles-of-effective-governance/). **Issue 117, October 2024**





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# NORTH SHORE

SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Dr. Michael Lubelfeld, Superintendent of Schools  
Dr. Holly Colin, Asst. Supt. for Student Services  
Mr. Jerney Davis, Asst. Supt. for Business Services  
Subject: Action on Resolution 250121b Regarding The Proposed Withdrawal Of School District No. 34 From Truenorth Educational Cooperative 804

Policy Alignment: Policy 1:20 District Organization, Operations, and Cooperative Agreements

Disposition: Action

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### **Executive Summary:**

On December 16, 2024, the Glenview Community Consolidated School District 34 Board of Education confirmed their desire to withdraw from the TrueNorth Education Cooperative by adopting a Resolution and a Petition for Withdrawal, effective July 1, 2026. According to the TrueNorth Articles of Agreement that was approved by all 18 member districts in 2017, the Voluntary Withdrawal of a Member District is subject to certain procedures. The Articles of Agreement stipulate that each TrueNorth Member District Board of Education shall, within 60 calendar days following receipt, consider a Petition for Withdrawal and take a formal vote in open session regarding the Petition as it deems appropriate.

The District 112 Board has been provided with information from District 34 and TrueNorth to assist in discussions. Here's a summary of the key points:

- **District 34's Rationale:**
  - District 34 believes it can better serve its special education students independently, utilizing its own resources and priorities.
  - A third-party evaluation by Dr. Christine Sepiol concluded that District 34 has the capacity to serve its students upon withdrawal, demonstrating competency in curriculum, professional development, staffing, and providing a free and appropriate public education in the least restrictive environment.
  - District 34 has been building its capacity since 2018 by adding staff and strengthening its systems to support all students.
  - District 34 currently has no students in TrueNorth programs.
  - District 34 pays approximately \$500,000 annually to TrueNorth despite having

no students accessing TrueNorth programs.

- District 34 can access necessary services from other sources, and believes that an independent program will optimize interactions between students with disabilities and their non-disabled peers.
- **Financial Considerations:** District 34 is financially capable of meeting its share of TrueNorth's liabilities upon withdrawal.
- **Procedural Compliance:** District 34 has followed the necessary procedures for withdrawal, including providing the resolution and petition to all member districts.
- **Proposed Timeline:** The withdrawal is proposed to be effective July 1, 2026, contingent upon approval from the other member districts. Member districts are asked to vote on the resolution within 60 days of receipt.
- **District 34 is requesting that the other member districts approve this withdrawal.**

The main reason for the withdrawal is that **District 34 believes that it no longer benefits from TrueNorth membership as it has the capacity and resources to operate an independent special education program.**

The District 112 Business Office has received information from TrueNorth regarding the increased costs to District 112 should Glenview 34 withdraw in School Year 2026-2027. The annual financial impact on District 112 is estimated to be approximately \$62,000 per year, based on increased assessments for membership, professional learning, property, plant and equipment, and operations and maintenance.

In accordance with the TrueNorth Articles of Agreement, the attached Resolution Regarding The Proposed Withdrawal of School District No. 34 From Truenorth Educational Cooperative 804 will be presented at the January 21, 2025, Regular Meeting for the Board's consideration.

The administration is not opposed to Glenview 34's withdrawal from TrueNorth. As such, the administration recommends that you approve Glenview 34's request for withdrawal from TrueNorth Cooperative 804.

**Recommendation:**

Roll call vote on Resolution 250121 Regarding The Proposed Withdrawal Of School District No. 34 From Truenorth Educational Cooperative 804, as presented.

**RESOLUTION 250121 REGARDING THE PROPOSED WITHDRAWAL  
OF SCHOOL DISTRICT NO. 34 FROM  
TRUENORTH EDUCATIONAL COOPERATIVE 804**

**WHEREAS**, *North Shore School District No.112, Lake County* (hereinafter “District” or “School District”) is a member of TrueNorth Educational Cooperative 804 (hereinafter “TrueNorth”), which is a cooperative of eighteen (18) member public school districts in Cook and Lake County established to collaboratively meet the needs of their students with disabilities by cost-effectively providing highly specialized, quality educational programs and services; and

**WHEREAS**, TrueNorth is governed by Articles of Agreement approved by all member districts and last amended July 1, 2021 (hereinafter “Articles”); and

**WHEREAS**, Article VI provides for the Voluntary Withdrawal of a Member District, subject to certain procedures set forth therein; and

**WHEREAS**, on December 16, 2024, the Glenview Community Consolidated School District No. 34 Board of Education (hereinafter “District 34”) adopted a resolution and a Petition for Withdrawal, copies of which were subsequently provided to the Superintendent and President of the Board of Education of this District; and

**WHEREAS**, the Articles provide that each TrueNorth Member District Board of Education shall, within 60 calendar days following receipt, consider District 34’s Petition for Withdrawal and take a formal vote in open session regarding the Petition as it considers appropriate; and

**WHEREAS**, this District has had the opportunity to request and consider additional information from District 34, as provided in the Articles; and

**WHEREAS**, the Articles provide that if a Member District approves District 34’s Petition, it

shall do so by adopting a written resolution; and

**WHEREAS**, this Board of Education has considered District 34’s Petition for Withdrawal and is prepared to take action regarding the same as it considers appropriate;

**NOW, THEREFORE, BE IT RESOLVED** by the *Board of Education of North Shore School District No. 112, Lake County* as follows:

**Section 1.** This Board hereby finds that all of the recitals contained in the preambles to this resolution are full, true and correct and does incorporate them into this resolution by this reference.

**Section 2.** This Board hereby approves the Petition for Withdrawal filed by District 34, which, if approved by all Member Districts, will be effective July 1, 2026.

**Section 3.** The Superintendent and/or designee of this District is authorized and directed to forward a certified copy of this Resolution to the TrueNorth Superintendent, the President of the TrueNorth Leadership Council, and to the District petitioning for withdrawal (District 34).

**ADOPTED** this 21st day of January, 2025, by the following roll call vote:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education

CERTIFICATION

I, \_\_\_\_\_, Secretary of the Board of Education  
of \_\_\_\_\_ School District No. \_\_\_\_, \_\_\_\_\_ County, do hereby certify that the  
foregoing Resolution was adopted at a meeting of this Board of Education on \_\_\_\_\_, 2025,  
by the following roll-call vote:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

and that the motion was duly declared carried by the President of the Board.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Secretary



Date: January 21, 2025

To: Dr. Michael Lubelfeld, Superintendent of Schools  
Members of the Board of Education

From: Jeremy Davis, Assistant Superintendent for Business Services

Subject: Approval of Student Fees for the 2025-2026 School Year

Policy Alignment: Policy - 4:140 Operational Services, 4:110 Transportation, and 4:120 Food Services

Disposition: Action

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#### Executive Summary:

Each year, the Board of Education sets student fees to support students' services beyond the district's funding from local, state, and federal sources. This year, after considering District needs and comparing area school fees, the administration will recommend that the Board of Education hold most fees constant with one exception. The following are the proposed student fees for the 2025-2026 school year.

#### 1. Registration Fee/Technology Fee:

North Shore School District 112 charges \$195 per student for its 2024-2025 Registration Fee. Most area school districts do not charge a specific Technology Fee. As such, **the district administration recommends no change for the 2025-2026 school year.** The District reduced its Registration Fee in 2023-2024 by \$35 down to \$195 per student. The District eliminated its technology fee prior to the 2022-2023 school year.

Additionally, please note that all K-8th grade students receive devices. As such, the Registration Fee will be applied to all students in grades K-8. The administration also recommends keeping the \$20 late fee to incentivize families to pay school fees timely.

#### 2. Transportation Fee:

The district is required to provide regular education students with transportation services provided they live more than 1 1/2 miles from their attendance center or if they have to cross in a hazardous area, as defined by the Illinois Department of Transportation. Students who live less than 1 1/2 miles from their attendance center and do not have to cross a hazardous area may opt for district-provided transportation services on a fee basis. The district will accommodate those requests on a space-available basis, provided there is an existing route

that can accommodate these students. **We are proposing no change to the \$495 annual transportation fee for the 2025-2026 school year.**

A late-payment processing fee of \$50 is charged to families to cover the additional administrative costs of adjusting routes after the deadline date. We are proposing no change to the \$50 late fee for the 2025-2026 school year.

**3. Full-Day/Half-Day Kindergarten Tuition:**

The district currently charges \$195 for registration for its full-day kindergarten program and its half-day kindergarten program. **The administration recommends keeping the rate at \$195 per student for the 2025-2026 school year for both full-day and half-day kindergarten, consistent with other grade levels.** The rationale is as follows. Kindergarteners now receive 1:1 devices from the district. The district still must purchase workbooks and other student supplies for half-day students. And finally, the administration no longer wishes to incentivize half-day kindergarten by offering a reduced Registration Fee.

**4. Early Childhood Blended Program Tuition:**

Until the prior school year, the Early Childhood Blended Program had an annual tuition of \$3,300. However, last school year, NSSD 112 was awarded the Preschool For All (PFA) Grant, so the fee of \$3,300 was suspended. **We recommend a fee of \$3,800 if NSSD 112 does not receive the PFA Grant. Assuming the District receives the PFA Grant, the fee will again be \$0.**

**5. Student Milk Fees:**

After a review of our surrounding area fees, NSSD 112 has high milk prices. **Our recommendation for the price of a carton of milk is to cut the cost from 60 cents down to 40 cents per milk for the school year 2025-2026 at our four schools enrolled in the Illinois Free Lunch and Special Milk Programs (Braeside, Indian Trail, Sherwood, Wayne Thomas).** The fee for 175 days of milk delivery would be \$70 per year.

Summary of Recommended Student Fees:

<b>STUDENT FEES 2025-2026</b>	<b>Paid On/Before 7/24/2025</b>	<b>Paid On/After 7/25/2025</b>
*Registration Fee: Kindergarten - 8th Grade	\$ 195.00	\$ 215.00
Technology Fee (Eliminated)	\$ 0.00	\$ 0.00
**Tuition: Early Childhood Blended Program	\$ 3,800.00	\$ 3,800.00
***Transportation Fee (All Grades)	\$ 495.00	\$ 545.00
Annual Milk Fee: 1st-8th Grade and Full Day Kindergartners	\$ 70.00	\$ 70.00
*An additional \$20.00 late fee will be applied to any registration fees received after 7/24/2025.		
**In the event NSSD 112 receives the Preschool For All Grant, there will be no registration fee for preschool.		
***Transportation fees for returning students paid after 7/24/2025 are subject to a \$50.00 late fee to cover the additional administrative costs of changing routings after the deadline.		

The district will waive fees to families who meet the district's guidelines, as per District 112's Policy 4:140. It will continue to accept applications for the existing Hardship program, and payment plans will be available for parents. The Business Services maintains all current student fee information on the district's website, under [Departments > Business Services > Student Fees and Registration](#).

Based on this information, the Administration recommends that at the January 21, 2025, Regular Board meeting, the Board approves the fees described above for the 2025-2026 school year.

Recommendation:

Roll call vote to approve the Student Fees for the 2025-2026 School Year, as presented by the administration.



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**NORTH SHORE**  
SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
From: Dr. Michael Lubelfeld, Superintendent  
Subject: Approve Resolution in Support of Illinois Vision 2030  
Disposition: Action

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**Executive Summary:**

Vision 2030 holds the potential to transform the educational landscape for our students, educators, and community. This comprehensive framework has been developed through the collaborative efforts of various stakeholders across Illinois, aiming to address the pressing challenges we face in public education today. Vision 2030 is not just a plan; it is a commitment to our students' future. It seeks to enhance student safety, attract and retain high-quality educators, ensure post-secondary success, and improve our measurement of educational effectiveness. By adopting this resolution, we align ourselves with a movement that prioritizes the well-being and success of nearly two million school children in Illinois. The need for such a vision has never been more critical. The aftermath of the COVID-19 pandemic has revealed significant gaps in our educational system, and Vision 2030 provides a roadmap to address these gaps. It emphasizes the importance of future-driven skills, mental health support, and equitable access to quality education. By supporting this resolution, we are making a statement that we believe in a future where every child has the opportunity to thrive. We are advocating for the necessary resources and policies that will enable us to create safe, nurturing, and effective learning environments. I urge each of you to consider the long-term benefits of this initiative—not just for our students today, but for the generations to come. Let us stand together in support of Vision 2030 and take this vital step towards ensuring a brighter future for all.

To show support and confirm our commitment to Vision 2030, I recommend the Board approve the attached Resolution at the Regular meeting on January 21, 2025.

**Recommendation:**

Roll call vote to approve Resolution 250121a Board of Education Support of Illinois Vision 2030, as presented.



# Vision 2030



## **Fulfilling the Promise of Public Education in Illinois**

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Vision 2030 represents the second time education stakeholders fostered collaboration and unity among education organizations across the state to create an advocacy framework for public education in Illinois.



The Association  
of Illinois Rural  
and Small Schools

# Mandate Relief



**Illinois  
School Code  
has doubled since  
2000**

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# Future-Focused Learning

1. Promote future-driven skills that allow for more college and career exploration
2. Enhance student safety and well-being
3. Attract and retain a high quality and diverse educator pipeline
4. Promote curriculum and instructional flexibility to meet the unique needs of local communities

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# Shared Accountability

1. Reform the Illinois assessment system to be a timely and useful measure of student proficiency and growth over time
2. Reform the current accountability system to provide local flexibility for identifying indicators that create a more holistic view of student success
3. Reform the mandate process to ensure implementation procedures that promote flexibility and local decision making

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# Predictable Funding

1. Protect the integrity and funding of the evidence-based funding formula
2. Establish equitable statewide funding sources for capital and safety needs
3. Enhance financial flexibility for all school districts



# Key Goals

**Keeping  
students  
safe**

**Keeping  
high-quality  
educators  
in front of  
students**

**Enhancing  
post-secondary  
success**

**Improving  
measurement  
of what is  
working**



# Vision 2030



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**North Shore School District 112**  
**Resolution 250121a Support of Illinois Vision 2030**

***WHEREAS***, public education plays a defining role in ensuring equal opportunity for children in Illinois and throughout the United States; and

***WHEREAS***, it is our collective duty to ensure that every student, regardless of demographic or geographic identity, has equal access to a quality, public education; and

***WHEREAS***, we believe that strides need to be proactively made to face challenges and continually improve our public education system; and

***WHEREAS***, there have been three areas of prioritization identified as integral in improving our public education system: Future-Focused Learning, Shared Accountability, and Predictable Funding; and

***WHEREAS***, Future-Focused Learning should address: promoting future-driven skills that allow for more college and career exploration; enhancing student safety and well-being; attracting and retaining a high quality and diverse educator pipeline; and promoting curriculum and instructional flexibility to meet the unique needs of local communities; and

***WHEREAS***, Shared Accountability should address: reforming the Illinois assessment system to be a timely and useful measure of student proficiency and growth over time; reforming the current accountability system to provide local flexibility for identifying indicators that create a more holistic view of student success; and reforming the mandate process to ensure implementation procedures that promote flexibility and local decision making; and

***WHEREAS***, Predictable Funding should address: protecting the integrity and funding of the evidence-based funding formula; strengthening public education through pension reforms; and establishing equitable funding sources for Capital and safety needs; and

***WHEREAS***, it is imperative that any education improvement proposal for comprehensive change must be developed and supported by not only the education community, but in collaboration with families, communities, businesses, and others whose priorities reflect the best interests of the students;

***NOW, THEREFORE, BE IT RESOLVED*** that the **North Shore School District 112 Board of Education** joins with the Illinois Association of School Administrators (IASA), Illinois Association of School Boards (IASB), Illinois Principals' Association (IPA), Illinois Association of School Business Officials (IASBO), Illinois Association of Regional Superintendents of Schools (IARSS), Superintendents' Commission for the Study of Demographics and Diversity (SCSDD), Illinois Alliance of Special Education Administrators (IAASE), and the Association of Illinois Rural and Small Schools (AIRSS) in supporting the Vision 2030 education improvement policy; and

***BE IT FURTHER RESOLVED*** that the **North Shore School District 112 Board of Education** urges the Illinois General Assembly to approve the necessary legislative changes to implement the recommendations under the three pillars of education improvement as contained in the Vision 2030 policy.

Adopted this 21st day of January 2025.

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Board President

Attested by:

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Board Secretary



INSPIRE · INNOVATE · ENGAGE

**NORTH SHORE**  
SCHOOL DISTRICT 112

Date: January 21, 2025  
To: Members of the Board of Education  
Dr. Michael Lubelfeld, Superintendent  
From: Dr. Michael Rodrigo, Director of Personnel Services  
Subject: Notice to Remedy for Tenured Employee - Natasha Wadhwa  
Disposition: Action

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Executive Summary:

Resolution 250121b Notice to Remedy for tenured employee Natasha Wadhwa is presented for the board's consideration.

Recommendation:

Roll call vote to approve Resolution 250121b Notice to Remedy for Natasha Wadhwa as presented.

**RESOLUTION 250121b AUTHORIZING NOTICE TO REMEDY**  
**FOR NATASHA WADHWA**

**BE IT RESOLVED** by the Board of Education of North Shore School District 112, Lake County, Illinois, as follows:

1. The Superintendent is hereby authorized and directed to serve, or cause to be served, on the tenured employee named in the minutes of the closed session immediately preceding the adoption of this Resolution, a Notice to Remedy substantially in the form of Exhibit 1 and Exhibit 2, which will be amended by the Superintendent pursuant to the direction of the Board of Education as discussed in closed session and made a part hereof. The Notice to Remedy references deficiencies in the performance and conduct of Natasha Wadhwa which, if not remedied, may result in the tenured teacher's dismissal. The Notice to Remedy also references directives, expectations and remedial activities which, if not followed, may result in the tenure teacher's dismissal.
2. The foregoing actions constitute the Board's final adjudication of an employee disciplinary case.
3. This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 21st day of January 2025, by a roll call vote as follows:

YAY: \_\_\_\_\_

NAY: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

Attest:

\_\_\_\_\_  
Secretary, Board of Education

**EXHIBIT 1**

Date

Ms. Natasha Wadhwa  
[REDACTED]

**Re: Notice to Remedy**

Dear Ms. Wadhwa:

This Notice to Remedy is issued to you by the Board as a result of the unprofessional conduct described in Exhibit 2, the December 19, 2024 letter issued to you, and incorporates the directives stated in that letter. A repetition of this sort of conduct, or your failure to comply with the directives stated in the December 19 letter set out in Exhibit 2, will most likely result in further disciplinary action, including your dismissal as a tenured employee. Attached is a copy of the resolution adopted by the Board at its meeting on January 21, 2025, authorizing this Notice to Remedy.

If you have any questions or need assistance regarding this Notice to Remedy, please see Dr. Rodrigo immediately.

Very truly yours,

Board of Education of North Shore School District  
112, Lake County, Illinois

By: \_\_\_\_\_  
President

Attest:

\_\_\_\_\_  
Secretary

cc: Dr. Michael Lubelfeld, Superintendent



## **EXHIBIT 2**

December 19, 2024

Dear Ms. Wadhwa:

As you are aware, it came to the administration's attention that you may have failed to complete the observations for the evaluations of some of the students on your caseload, that some of your observations were too short to be clinically appropriate, and the data you provided in your reports for some students was inaccurate.

As part of our investigation, we reviewed documents related to your observations and evaluations, we interviewed teachers in whose classroom you conducted observations, we reviewed key card information and security camera footage, and we interviewed you in the presence of your union representatives on October 31, 2024, November 15, 2024, and had a final conversation with you about the allegations on December 6, 2024.

You confirmed and admitted that you failed to complete the observations for one student that you claimed to have completed. For another student, one of your observations lasted only 6 minutes, far too short to be of clinical significance. Finally, for two additional students, you claim observations were completed, but we cannot confirm or deny at this time whether they occurred; the dates you provided for these observations have changed each time we have spoken with you. You have acknowledged that the dates in your reports of when observations occurred are inaccurate - while you blame shifting dates due to threats you needed to address, it is simply unprofessional that the dates and times for when your observations occurred are not accurately reported; as you know, in some cases the dates and times you observe a student may have clinical significance.

Additionally, you confirmed and admitted that you submitted data charts in the evaluations of four different students that were inaccurate. Specifically, the data charts for two of your students were nearly identical despite the students being in different grades with different teachers. Likewise, two other students also had nearly identical data charts to each other, again from different grades and teachers. These data were intended to support the determination of the student's eligibility for special education services and were not accurate.

Your failure to perform your duties has resulted in incomplete evaluations of students with special education needs. For these students, the IEP team did not have complete and

accurate information on which to assess these students' placement, goals, or progress. The observational data of a school psychologist is essential in determining how and if the School District is providing FAPE. Your failure to complete observations and provide accurate data impedes the district's ability to provide FAPE.

We are also troubled by your lack of forthrightness when confronted with your failure to perform observations, or at least your failure to report accurately when these observations occurred. You continued to shift the dates you claimed observations were carried out throughout our multiple conversations, often waiting until we scheduled an additional meeting with you to come forward with new information, causing substantial delays in the investigation. Your behavior resulted in the administration having to spend multiple hours determining which students were not properly observed and has prevented the School District from learning whether there were students in past school years whom you failed to observe or for whom you may have submitted falsified or inaccurate data.

Your conduct has caused damage to students that you were charged with evaluating. Your conduct has breached the trust in your fitness to appropriately fulfill your job duties and your responsibilities as a teacher under Section 27-12 of the Illinois School Code. Your conduct is in violation of Board Policy 5:120, the Administrative Procedures attached thereto, and the Code of Ethics of Illinois Educators.

Finally, we have received credible information that, as a result of this investigation you are behaving unprofessionally in regard to some of your colleagues, and encouraging others to behave similarly, because of your feelings about their participation in this investigation. This is unacceptable and is causing a distraction from the work of your school building.

After carefully considering the information set forth above, I am hereby notifying you of my decision to recommend to the Board of Education that it issue a Notice to Remedy to you at its meeting on January 21, 2025.

Enclosed is a draft of the resolution authorizing the Notice to Remedy, which I plan to present to the Board at its meeting. You will note that the notice references directives with which you are to comply immediately and sustain compliance for the remainder of your employment at the District. The directives are:

1. Conduct all required observations of students on your caseload. Observations must be long enough to gather clinically appropriate data. Include accurate date and time information on all of your observations and in all of your reports.
2. Provide the correct and accurate data for each report you complete for a student on your caseload. Do not utilize template data for multiple students.
3. Refrain from engaging in unprofessional conduct with your colleagues, and from encouraging others from doing so, based on your beliefs about their participation in this investigation.
4. Communicate, effectively, with teachers regarding the scheduling of observations. This includes providing clear and timely notice to ensure teachers are adequately prepared. You must also follow through on conducting the observation on the scheduled date and

time, if an emergency prevents you from conducting the observation, you will send a new notice to the teacher for a subsequent date and time.

5. Refrain from conducting required observations in instances where guest teachers are conducting the class unless it is a long-term situation where such observations are unavoidable. Furthermore, you are directed to refrain from conducting required observations when you are serving as a guest teacher.
6. Comply with Board of Education Policy 5:120 and the *Code of Ethics for Illinois Educators* when carrying out your responsibilities as a school psychologist.

Please recognize that the consequence for not complying with these directives, even to a minor degree, will most likely result in significant disciplinary action, including, but not necessarily limited to, suspension without pay and a recommendation to the Board of Education for termination of your employment with the District. Please also recognize that it is my hope that none of this will be necessary and that these issues will not arise in the future.

If you wish to respond to my recommendation for a Notice to Remedy, you may appear before the Board in closed session at its meeting of January 21, 2025. Please notify me on or by no later than the morning of January 16, 2025, whether you will be appearing, and if so, whether you will be represented and by whom. You may also submit something in writing to the Board in advance of the meeting if you prefer.

Additionally, on your first day back, January 6th, at 8:00 a.m., you must report to the Viti Building 445 Sheridan Rd, Highwood, IL 60040, for a reentry meeting with Dr. Monica Schroeder and NSEA President Jessica Share. During this meeting, the expectations for your conduct outlined in this notice will be reviewed and discussed. It is crucial that you fully understand and comply with these expectations.

Sincerely,

Dr. Michael Rodrigo  
Director of Personnel Services

Cc: Personnel File, Monica Schroeder, Michael Lubelfeld