

NOTICE OF REGULAR MEETING

**Atwood Heights School District 125 Board of Education
Hamlin Upper Grade Center
12150 S. Hamlin Avenue, Alsip, Illinois
Tuesday, August 27, 2024 at 6:30 p.m.**

AGENDA

1. CALL TO ORDER
 - A. Pledge of Allegiance
 - B. Roll Call
2. 30 MINUTES FOR CITIZENS OF ATWOOD HEIGHTS SCHOOL DISTRICT 125 TO ADDRESS THE BOARD. Please limit your comments to five minutes. When public participation takes less time than these minimums, it shall end.
3. FREEDOM OF INFORMATION ACT REQUESTS –
Karol Round from SUNRISE @ sround@sunrisebus.com
Shante Delgado from American Benefits specialists @ shante@ambspecialists.com
Thomas Ferguson from Canon @ tferguson@csa.canon.com
Owen Wang from South Cook News @ foia@southcooknews.com
4. BOARD MEMBER COMMENTS PERTAINING TO THE AGENDA
5. CONSENT AGENDA: Motion to approve the Consent Agenda that includes the following items:
 - A. APPROVAL OF MINUTES
 1. Regular Meeting of June 25, 2024
 2. Closed Meeting of June 25, 2024
 - B. FINANCE APPROVAL
Summary of Payroll
Student Activity Accounts
 - C. ACTION ITEMS
 - 827.1 Ratify the 2024-2025 Food Service Contract with Whitson's Food Service
 - 827.2 Ratify the purchase of a 2024 Chevrolet Silverado
 - 827.3 Approval of the Final Collective Bargaining Agreement for 2024-2027
 - 827.4 "To adopt the Resolution Ratifying an Amendment to the Eisenhower Cooperative Articles of Agreement."
 - D. PERSONNEL
 - 827.5 Approval to hire Megen Sheridan as a Fifth Grade Teacher at Meadow Lane Intermediate Center on Step A Bachelors Lane + 24
 - 827.6 Approval to hire Bonnie Pawlarczyk as a Special Education Paraprofessional at Meadow Lane Intermediate Center
 - 827.7 Approval to hire Amy Gurka as the Health Aide at Hamlin Upper Grade Center

827.8 Approval to hire Samantha Nelson as a Special Education Paraprofessional at Lawn Manor Primary Center

827.9 Approval to hire Lauren Morrin as a Paraprofessional at Lawn Manor Primary Center

6. APPROVAL OF BILLS PAYABLE FOR JULY AND AUGUST

7. BUSINESS FROM THE BOARD AND COMMITTEE REPORTS

8. ADMINISTRATIVE REPORTS

9. SUPERINTENDENT REPORT

10. MOTION TO GO INTO CLOSED SESSION (ONLY IF NECESSARY; ACTION MAY BE TAKEN ON MATTERS DISCUSSED IN CLOSED SESSION UPON RETURN TO OPEN SESSION)

11. RETURN TO OPEN SESSION/ACTION ON MATTERS DISCUSSED IN CLOSED SESSION (IF NECESSARY)

12. ADJOURNMENT

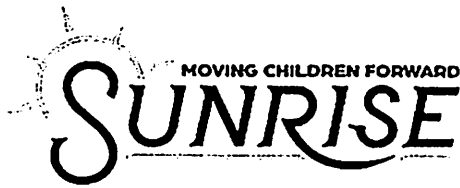
NEXT REGULAR BOARD OF EDUCATION MEETING

September 24, 2024

Hamlin Upper Grade Center, 6:30 p.m.

12150 S. Hamlin Ave

Alsip, IL 60803



July 5, 2024

Freedom of Information Act Officer
Atwood Heights School District 125
12150 S Hamlin Ave
Aslip, IL 60803

Re: Illinois Freedom of Information Act Request

Dear FOIA officer:

Under the Illinois Freedom of Information Act, 5 ILCS 140, I am requesting an opportunity to inspect or obtain copies of public records including Special Education and Regular Education student transportation contracts. I would like to see all details of the contracts including pricing and if possible the number of routes to service the contracts.

I understand that the Act permits a public body to charge a reasonable copying fee not to exceed the actual cost of reproduction and not including the costs of any search or review of the records. 5 ILCS 140/6. I am willing to pay fees for this request up to a maximum of \$100. However, I would prefer to receive this information in PDF via email at sround@sunrisebus.com. If you estimate that the fees will exceed this limit, please inform me first. I am the CFO of Sunrise Transportation, and I am requesting this information to gain knowledge of the marketing pricing in the area where we have transportation operations.

I look forward to hearing from you in writing within five working days, as required by the Act 5 ILCS 140(3). Thank you for considering and responding to this request.

Sincerely,

Karol Round
CFO



Sherri Lunny <slunny@ahsd125.org>

Fwd: F.O.I.A Request

1 message

Lisa Cole <lcole@ahsd125.org>
To: Sherri Lunny <slunny@ahsd125.org>

Wed, Aug 7, 2024 at 4:24 PM

----- Forwarded message -----

From: **Shante Delgado** <shante@americanbenefitspecialist.com>
Date: Wed, Aug 7, 2024 at 2:22 PM
Subject: F.O.I.A Request
To: lcole@ahsd125.org <lcole@ahsd125.org>

To whom it may concern:

I am writing to request access to public records under the Illinois Freedom of Information Act (FOIA), 5 ILCS 140/1 et seq. I am seeking information from the Atwood Heights SD 125 pertaining to the following personnel items.

- Employees names (Please separate first and last names)
- Telephone numbers
- Department
- Position
- ✓ Years of service with the district
- ✓ Income
- Employee Email Addresses

In accordance with the Illinois FOIA, I am entitled to access public records, and I understand that the requested documents should be made available within five working days after receiving this request. If for any reason additional time is needed to compile the requested information, please inform me in writing within five days of receiving this request, citing the reasons for the extension and the date by which I can expect the records.

I request that the records be provided in an email in Excel form, if possible. If there are any fees associated with the retrieval or duplication of the requested records, please inform me in advance of fulfilling the request.

To assist you in processing this request efficiently, please consider this letter as a formal request under the Illinois FOIA. If there are any questions or concerns regarding this request, please do not hesitate to contact me at shante@ambspecialists.com. Thank you for your prompt attention to this matter. I look forward to receiving the requested records in accordance with the law.

Shante M. Delgado**American Benefits Specialists**

Mobile: 346-970-6181

Office: 281-836-4368 Ext. 101

Fax: 281-836-4973

<https://ambspecialists.com/>

10700 Richmond Ave, Suite 121

Houston, TX 77042





Sherri Lunny <slunny@ahsd125.org>

Fwd: FOIA Request

1 message

Lisa Cole <lc@ahsd125.org>
To: Sherri Lunny <slunny@ahsd125.org>

Mon, Aug 12, 2024 at 10:12 AM

----- Forwarded message -----
From: **Thomas Edward Ferguson** <tferguson@csa.canon.com>
Date: Mon, Aug 12, 2024 at 9:59 AM
Subject: FOIA Request
To: lc@ahsd125.org <lc@ahsd125.org>

To Whom It May Concern:

As a way to position Canon Solutions America to compete for your business during the next bid process, I am sending you this written request for records. Requests for information can sometimes come across as abrasive, which is why I want to assure you that this request is being made simply to collect information and determine the proper follow up times down the road. I am requesting the following information:

- Lease and Maintenance / Service contract(s) (with all terms and conditions) pertaining to all copier and printer equipment used by the School (date it was signed, list of equipment, and term of lease)
- Contract(s) pertaining to any Managed Print Services program used by the School.
- Current Lease/Service invoices, relating to items above from the past six months

Thank you for what I hope is not a great deal of your time spent gathering this information. It can be sent via whatever method is easiest for you. Feel free to contact me with any questions or if there are any charges (copying, shipping, etc.) associated with providing this information. I will be more than happy to cover these costs, as well as follow any other guidelines set forth by the School for FOIA process.

Thank You Again,

Tom



Thomas Edward Ferguson
Account Executive, Major
Natl Accounts - Central

Canon Solutions America, Inc.
225 West Washington Street Suite #600, Chicago, IL 60606
www.csa.canon.com
tferguson@csa.canon.com
C 630.549.4651



*Only company in the world to be ranked in the top 5 for US Patent Holders for 35 consecutive years. In 2020, it was #1 amongst Japanese companies(16 straight years) and #3 overall.

***World's Most Ethical Companies 2021**

***Fortune Worlds Most Admired Companies 2020**

*** #1 Most trusted OEM Supplier that dealers most trust 2018**

*** #1 in total A3 Copier/MFP Office Market 25 of the last 26 years**

***2021 BLI A4 Line of the Year**

***HDI Certified Helpdesk for Hardware and Software Solutions**

BLI PaceSetter 2021-2022 in Healthcare: Visionary Leader



Sherri Lunny <slunny@ahsd125.org>

Fwd: List of all teachers and staff

1 message

Lisa Cole <lcole@ahsd125.org>
To: Sherri Lunny <slunny@ahsd125.org>

Mon, Aug 19, 2024 at 10:19 AM

----- Forwarded message -----

From: <foia@southcooknews.com>

Date: Fri, Aug 16, 2024 at 5:45 PM

Subject: List of all teachers and staff

To: <lcole@ahsd125.org>

To whom it may concern,

I am a news reporter from South Cook News, a media organization committed to providing comprehensive and accurate news coverage on local governmental affairs. I am requesting the following records under the Illinois Freedom of Information Act, 5 ILCS 140, preferably in electronic format:

List of all teachers and staff, including the following data points, for all schools in your district for the upcoming school year

- Staff/Teacher Name
- School Name
- Title
- Salary

As a member of the media, I am involved in gathering and reporting news to the public. Access to public records is essential for me to fulfill my professional responsibilities, which include holding public institutions accountable and providing transparency to the public. Given my role in disseminating information, I believe I am eligible for a fee waiver as a media professional.

Please let me know if you have any questions,

Owen Wang,

South Cook News

NOTICE OF CLOSED SESSION MEETING

**Atwood Heights School District 125 Board of Education
Hamlin Upper Grade Center
12150 S. Hamlin Avenue, Alsip, Illinois
Tuesday, August 27, 2024**

Agenda

1. Call to Order
2. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).
3. Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
4. The selection of a person to fill a public office, including a vacancy in a public office, when
5. the District is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
6. Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. 5 ILCS 120/2(c)(4).
7. Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to 105 ILCS 5/24-24, provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4.5), added by P.A. 103-311.
8. The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
9. The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
10. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
11. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
12. Student disciplinary cases. 5 ILCS 120/2(c)(9).
13. The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
14. Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds

that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).

15. The establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self-insurance pool of which the District is a member. 5 ILCS 120/2(c)(12).
16. Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the District is a member. 5 ILCS 120/2(c)(16).
17. Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
18. Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).
19. Adjournment

**NOTICE OF PUBLIC HEARING & REGULAR MEETING MINUTE OF
THE BOARD OF EDUCATION OF ATWOOD HEIGHTS
SCHOOL DISTRICT 125, COOK COUNTY ILLINOIS
TUESDAY, JUNE 25, 2024 AT 6:30 p.m.**

1. CALL TO ORDER

The meeting was called to order at 6:30 p.m. by Mrs. Lantz President of the Board of Education. The Pledge of Allegiance was recited by the Members of the Board of Education and all in attendance at the meeting. Upon the roll being called, the following Board Members answered present:

PRESENT: 5 TAMARA BALCUNAS, MELISSA CASTILLO, CHRISTINE LANTZ,
MICHELLE NIEMEYER & VICTORIA SODERLUND

ABSENT: MICHELLE HIGGINS & ESTEBAN SANCHEZ GAYTAN

ALSO PRESENT: Lisa Cole-Superintendent, Heather Wills-Principal of Lawn Manor Primary Center, Laura Gray-Principal of Meadow Lane Intermediate Center, Catherine Gallagher-Principal of Hamlin Upper Grade Center

2. 30 MINUTES FOR CITIZENS OF ATWOOD HEIGHTS SCHOOL DISTRICT 125 TO ADDRESS THE BOARD. (Please limit your comments to five minutes. If required, "Citizen's Comments" will be continued at the end of the meeting.) No public comments

3. FREEDOM OF INFORMATION ACT REQUESTS

Rhonda Norris from Proven IT rmorris@provenit.com

4. BOARD MEMBER COMMENTS PERTAINING TO THE AGENDA

Mrs. Soderlund removed 625.9 from the consent agenda to be discussed in close session.

5. CONSENT AGENDA: Motion to approve the Consent Agenda that includes the following items:

A. APPROVAL OF MINUTES

1. Regular Meeting of May 14, 2024
2. Closed Meeting of May 14, 2024

B. FINANCE APPROVAL

Summary of Payroll
Student Activity Accounts

C. ACTION ITEMS

- 625.1 Approve the PRESS Updates from Issue 114
- 625.2 Approval for a 2-year extension agreement which reflects our agreed upon 7% increase for the FY25 and 6% increase for FY26 with the Illinois School Bus/Alpha School Bus Company
- 625.3 Approve the Letter of Agreement (LOA) for the 2024-2027 Collective Bargaining Agreement
- 625.4 Approve the Intergovernmental Agreement between Matteson School District 162 and Atwood Heights School District 125 for allocation of the kitchen operational changes

D. PERSONNEL

625.6 Approval to accept the letter of intent to retire from Lisa Kaczynski at the end of the 2027-2028 school year in accordance with the Collective Bargaining Agreement

625.7 Approval to hire Melissa Inzinga as the Certified Occupational Therapist on Step E Master's Lane

625.8 Approval to hire Megan McCann as a Paraprofessional at Lawn Manor Primary Center
Pulled for discussion in closed session 625.9 Approval to accept the letter of intent to retire from Superintendent Cole at the end of the 2027-2028 school year

Motion was made by Mrs. Soderlund and seconded by Mrs. Niemeyer to approve the consent agenda.

ROLL CALL:

**AYES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, CHRISTINE LANTZ,
MICHELLE NIEMEYER & VICTORIA SODERLUND**

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

6. APPROVAL OF BILLS PAYABLE

Bills Payable in the amount of:

Education Fund #10: \$571,321.76
Operations & Maintenance #20: \$42,128.80
Debt Service Fund #30: \$1,036.00
Transportation Fund #40: \$72,004.12
Municipal Retirement #50: \$0
Tort Immunity Fund #80: \$2,675.00
Life Safety Fund #90: \$0

Motion was made by Mrs. Balciunas and seconded by Mrs. Castillo to approve the bills payable.

ROLL CALL:

**A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, CHRISTINE LANTZ,
MICHELLE NIEMEYER & VICTORIA SODERLUND**

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

7. APPROVAL TO AUTHORIZE THE SUPERINTENDENT TO PAY THE BILLS, PAYROLL AND BENEFITS INCURRED FROM JUNE 26, 2024 THROUGH JULY 31, 2024. THE JULY BILLS AND PAYROLL WILL BE RATIFIED AT THE AUGUST 27, 2024 BOARD MEETING.

Motion was made by Mrs. Niemeyer and seconded by Mrs. Soderlund to approve the Superintendent to pay the bills from June 26, 2024 through July 31, 2024.

ROLL CALL:

**A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, CHRISTINE LANTZ,
MICHELLE NIEMEYER & VICTORIA SODERLUND**

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

8. APPROVAL TO DELEGATE AUTHORITY TO THE SUPERINTENDENT TO EXECUTE THE CONTRACT FOR FOOD SERVICE CONSISTENT WITH THE APPROVAL OF THE STATE BOARD OF EDUCATION AND SUBJECT TO THE RATIFICATION BY THE BOARD OF EDUCATION AT THE AUGUST 27, 2024 BOARD MEETING.

Motion was made by Mrs. Balcuinas and seconded by Mrs. Castillo to give authority to the Superintendent to execute the contract for the new food service.

ROLL CALL:

A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, CHRISTINE LANTZ, MICHELLE NIEMEYER & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

9. BUSINESS FROM THE BOARD AND COMMITTEE REPORTS

Christine Lantz passed around a thank you cards from Mary Zupan and Superintendent Cole thanking the board members for their support.

10. ADMINISTRATIVE REPORTS

Heather Wills reported to the board members that all the end of the year ISBE reporting is almost complete and registration was ongoing and going well. She is excited for the new lunch program rolling out this coming school year. Heather was approved for the IDEA Hardship Grant and she received twenty-three thousand dollars that will help pay for transportation and half of a paraprofessional's salary for next year.

Laura Gray reported to the board members the registration process is going well. Summer school ends at the end of the week and she is in the process of wrapping up all of the end of the year state reporting. Laura said she is still working on some teachers and students schedules for next year to make sure the students are placed accordingly. She was a part of the taste testing process and reported all the samples provided were delicious.

Katie Gallagher reported to the board members the 2024-2025 professional development focus will be to continue to implement professional learning communities for math and ELA. She completed her schedules for next year and was able to provide common plan time for her teams to meet during the school day. The summer honors math camp has been a great success, thanks to Mr. Scelonge. Finally, Hamlin will be hosting packet pick up on August 14th from noon to 6:00pm for students to pick up their packets, locks, and gym clothes.

11. SUPERINTENDENT REPORT

Superintendent Cole reported she had a semi-annual review of closed minutes meeting tonight before the board meeting and she thanked Mrs. Balciunas and Mrs. Lantz for attending. She mentioned there were a few glitches in the registration process this year: however, they were able to navigate through it and the process is now running smoothly. The administrator's retreat was last week and the team has come up with some great ideas for next year.

12. MOTION TO GO INTO CLOSED SESSION (ONLY IF NECESSARY; ACTION MAY BE TAKEN ON MATTERS DISCUSSED IN CLOSED SESSION UPON RETURN TO OPEN SESSION)

Motion was made by Mrs. Soderlund and seconded by Mrs. Niemeyer to adjourn to closed session at 6:59pm.

ROLL CALL:

A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, MICHELLE NIEMEYER,
CHRISTINE LANTZ & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

**13. RETURN TO OPEN SESSION/ACTION ON MATTERS DISCUSSED IN CLOSED
SESSION (IF NECESSARY)**

Upon returning from closed session at 7:55pm the board took action on the following items:

A motion was made by Mrs. Soderlund and seconded by Mrs. Niemeyer to approve Laura Gray's three-year principal contract with an 8% increase for year 2024-2025, 4% increase for year 2025-2026, 4.5% increase for 2026-2027.

ROLL CALL:

A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, MICHELLE NIEMEYER,
CHRISTINE LANTZ & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

A motion was made by Mrs. Niemeyer and seconded by Mrs. Castillo to approve Katie Gallagher's three-year principal contract with and 8% increase for 2024-2025, 4 % increase for 2025-2026, 4.5% increase for 2026-2027.

ROLL CALL:

A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, MICHELLE NIEMEYER,
CHRISTINE LANTZ & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

A motion was made by Mrs. Balcuinas and seconded by Mrs. Soderlund to approve Superintendent Cole's retirement contract for four years with a 6% increase each year for FY25-FY 28.

ROLL CALL:

A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, MICHELLE NIEMEYER,
CHRISTINE LANTZ & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

A motion was made by Mrs. Soderlund and seconded by Mrs. Balciunas to approve an amendment to Superintendent Cole's 2023-2024 contract changing her base salary to \$184,563.00.

ROLL CALL:

A YES: 5 TAMARA BALCIUNAS, MELISSA CASTILLO, MICHELLE NIEMEYER,
CHRISTINE LANTZ & VICTORIA SODERLUND

NAYS: 0

ABSTAIN: 0

MOTION CARRIED: 5-0-0

14. ADJOURNMENT

With no further business to discuss, Mrs. Lantz adjourned the meeting at 7:58pm by unanimous consent.

Respectfully submitted,

Christine Lantz, President

Michelle Niemeyer, Secretary

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 4

Pay Cycle: Biweekly

Starting: 08/03/2024

Ending: 08/16/2024

Pay Date: 08/16/2024

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
Gross Pay	\$33,140.46	\$11,481.62	\$44,622.08
<u>Employee Deductions:</u>			
Federal Income Tax	\$4,427.00	\$675.26	\$5,102.26
FICA - Social Security	\$1,031.03	\$441.54	\$1,472.57
FICA - Medicare	\$533.15	\$103.28	\$636.43
Deduction - Regular (Not Tax Exempt)	\$100.00	\$0.00	\$100.00
Deduction - TSA (Fed Tax Exempt)	\$700.00	\$0.00	\$700.00
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$678.79	\$120.53	\$799.32
State Tax - Illinois	\$1,716.08	\$336.39	\$2,052.47
Retirement - Illinois TRS	\$17.33	\$0.00	\$17.33
Retirement - Illinois TRS THIS Fund	\$1.73	\$0.00	\$1.73
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$326.78	\$271.89	\$598.67
Retirement - Illinois IMRF (Taxable Benefit)	\$528.64	\$325.90	\$854.54
<u>Total Employee Deductions:</u>	\$10,060.53	\$2,274.79	\$12,335.32
<u>Total Net Pay:</u>	\$23,079.93	\$9,206.83	\$32,286.76
<u>Direct Deposit:</u>	\$22,663.39	\$2,899.36	\$25,562.75
<u>Net Pay Checks:</u>	\$416.54	\$6,307.47	\$6,724.01

Employer Paid Benefits:

FICA - Social Security	\$1,031.03	\$441.54	\$1,472.57
FICA - Medicare	\$533.15	\$103.28	\$636.43
Deduction - Regular (Not Tax Exempt)	\$70.31	\$2.43	\$72.74
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$3,422.79	\$415.73	\$3,838.52
Retirement - Illinois TRS	\$1,996.98	\$0.00	\$1,996.98
Retirement - Illinois TRS THIS Fund	\$349.66	\$0.00	\$349.66
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$129.81	\$0.00	\$129.81
Retirement - Illinois IMRF (Taxable Benefit)	\$819.97	\$505.50	\$1,325.47
<u>Total Employer Benefits:</u>	\$8,353.70	\$1,468.48	\$9,822.18

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 4

Pay Cycle: Biweekly

Starting: 08/03/2024

Ending: 08/16/2024

Pay Date: 08/16/2024

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
<u>Gross:</u>	\$33,140.46	\$11,481.62	\$44,622.08
<u>Total Payroll Expense:</u>	\$41,494.16	\$12,950.10	\$54,444.26
Number of Employees Paid	14	7	21
Number of Males	3	4	7
Number of Females	11	3	14

Payroll Balancing Data

		Direct Deposit	\$25,562.75
		Employee Checks	\$6,724.01
Gross Pay	\$44,622.08	Total Net Pay	\$32,286.76
ER Contributions	\$9,822.18	EE Deductions	\$12,335.32
		ER Contributions	\$9,822.18
Total Payroll Expense	\$54,444.26	Total Payroll Expense	\$54,444.26

End of Report

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 3

Pay Cycle: Biweekly

Starting: 07/20/2024

Ending: 08/02/2024

Pay Date: 08/02/2024

#3

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
Gross Pay	\$34,148.28	\$11,601.98	\$45,750.26
<u>Employee Deductions:</u>			
Federal Income Tax	\$4,502.53	\$676.28	\$5,178.81
FICA - Social Security	\$1,112.37	\$442.09	\$1,554.46
FICA - Medicare	\$549.39	\$103.40	\$652.79
Deduction - Regular (Not Tax Exempt)	\$100.00	\$0.00	\$100.00
Deduction - TSA (Fed Tax Exempt)	\$700.00	\$0.00	\$700.00
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$678.79	\$120.53	\$799.32
State Tax - Illinois	\$1,759.42	\$336.81	\$2,096.23
Retirement - Illinois TRS	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS THIS Fund	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$326.78	\$271.89	\$598.67
Retirement - Illinois IMRF (Taxable Benefit)	\$577.61	\$326.30	\$903.91
<u>Total Employee Deductions:</u>	\$10,306.89	\$2,277.30	\$12,584.19
<u>Total Net Pay:</u>	\$23,841.39	\$9,324.68	\$33,166.07
<u>Direct Deposit:</u>	\$23,545.19	\$2,899.36	\$26,444.55
<u>Net Pay Checks:</u>	\$296.20	\$6,425.32	\$6,721.52

Employer Paid Benefits:

FICA - Social Security	\$1,112.37	\$442.09	\$1,554.46
FICA - Medicare	\$549.39	\$103.40	\$652.79
Deduction - Regular (Not Tax Exempt)	\$70.31	\$2.43	\$72.74
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$3,422.79	\$415.73	\$3,838.52
Retirement - Illinois TRS	\$1,996.98	\$0.00	\$1,996.98
Retirement - Illinois TRS THIS Fund	\$348.37	\$0.00	\$348.37
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$128.69	\$0.00	\$128.69
Retirement - Illinois IMRF (Taxable Benefit)	\$895.93	\$506.12	\$1,402.05
<u>Total Employer Benefits:</u>	\$8,524.83	\$1,469.77	\$9,994.60

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 3

Pay Cycle: Biweekly

Starting: 07/20/2024

Ending: 08/02/2024

Pay Date: 08/02/2024

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
<u>Gross:</u>	\$34,148.28	\$11,601.98	\$45,750.26
<u>Total Payroll Expense:</u>	\$42,673.11	\$13,071.75	\$55,744.86
<hr/>			
Number of Employees Paid	14	7	21
Number of Males	3	4	7
Number of Females	11	3	14

Payroll Balancing Data

		Direct Deposit	\$26,444.55
		Employee Checks	\$6,721.52
Gross Pay	\$45,750.26	Total Net Pay	\$33,166.07
ER Contributions	\$9,994.60	EE Deductions	\$12,584.19
		ER Contributions	\$9,994.60
Total Payroll Expense	\$55,744.86	Total Payroll Expense	\$55,744.86

End of Report

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 2

Pay Cycle: Biweekly

Starting: 07/06/2024

Ending: 07/19/2024

Pay Date: 07/19/2024

Handwritten initials

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
Gross Pay	\$58,620.89	\$13,809.90	\$72,430.79
<u>Employee Deductions:</u>			
Federal Income Tax	\$10,186.26	\$1,165.93	\$11,352.19
FICA - Social Security	\$1,489.20	\$563.07	\$2,052.27
FICA - Medicare	\$907.99	\$131.69	\$1,039.68
Deduction - Regular (Not Tax Exempt)	\$100.00	\$0.00	\$100.00
Deduction - TSA (Fed Tax Exempt)	\$700.00	\$0.00	\$700.00
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$678.79	\$120.53	\$799.32
State Tax - Illinois	\$2,941.25	\$429.05	\$3,370.30
Retirement - Illinois TRS	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS THIS Fund	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$653.11	\$242.11	\$895.22
Retirement - Illinois IMRF (Taxable Benefit)	\$897.82	\$414.10	\$1,311.92
<u>Total Employee Deductions:</u>	\$18,554.42	\$3,066.48	\$21,620.90
<u>Total Net Pay:</u>	\$40,066.47	\$10,743.42	\$50,809.89
<u>Direct Deposit:</u>	\$39,879.21	\$4,271.06	\$44,150.27
<u>Net Pay Checks:</u>	\$187.26	\$6,472.36	\$6,659.62

Employer Paid Benefits:

FICA - Social Security	\$1,489.20	\$563.07	\$2,052.27
FICA - Medicare	\$907.99	\$131.69	\$1,039.68
Deduction - Regular (Not Tax Exempt)	\$70.31	\$2.43	\$72.74
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$3,422.79	\$415.73	\$3,838.52
Retirement - Illinois TRS	\$3,729.13	\$0.00	\$3,729.13
Retirement - Illinois TRS THIS Fund	\$650.53	\$0.00	\$650.53
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$240.31	\$0.00	\$240.31
Retirement - Illinois IMRF (Taxable Benefit)	\$1,392.59	\$642.32	\$2,034.91
<u>Total Employer Benefits:</u>	\$11,902.85	\$1,755.24	\$13,658.09

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 2

Pay Cycle: Biweekly

Starting: 07/06/2024

Ending: 07/19/2024

Pay Date: 07/19/2024

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
<u>Gross:</u>	\$58,620.89	\$13,809.90	\$72,430.79
<u>Total Payroll Expense:</u>	\$70,523.74	\$15,565.14	\$86,088.88
Number of Employees Paid	16	8	24
Number of Males	4	4	8
Number of Females	12	4	16

Payroll Balancing Data

		Direct Deposit	\$44,150.27
		Employee Checks	\$6,659.62
Gross Pay	\$72,430.79	Total Net Pay	\$50,809.89
ER Contributions	\$13,658.09	EE Deductions	\$21,620.90
		ER Contributions	\$13,658.09
Total Payroll Expense	\$86,088.88	Total Payroll Expense	\$86,088.88

End of Report.

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 1

Pay Cycle: Biweekly

Starting: 06/22/2024

Ending: 07/05/2024

Pay Date: 07/03/2024

XXI

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
Gross Pay	\$29,192.16	\$4,099.28	\$33,291.44
<u>Employee Deductions:</u>			
Federal Income Tax	\$3,880.09	\$298.10	\$4,178.19
FICA - Social Security	\$622.55	\$159.45	\$782.00
FICA - Medicare	\$434.84	\$37.29	\$472.13
Deduction - Regular (Not Tax Exempt)	\$100.00	\$0.00	\$100.00
Deduction - TSA (Fed Tax Exempt)	\$700.00	\$0.00	\$700.00
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$678.79	\$120.53	\$799.32
State Tax - Illinois	\$1,394.92	\$121.31	\$1,516.23
Retirement - Illinois TRS	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS THIS Fund	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$338.32	\$0.00	\$338.32
Retirement - Illinois IMRF (Taxable Benefit)	\$468.35	\$121.15	\$589.50
<u>Total Employee Deductions:</u>	\$8,617.86	\$857.83	\$9,475.69
<u>Total Net Pay:</u>	\$20,574.30	\$3,241.45	\$23,815.75
<u>Direct Deposit:</u>	\$21,000.57	\$1,834.48	\$22,835.05
<u>Net Pay Checks:</u>	(\$426.27)	\$1,406.97	\$980.70

Employer Paid Benefits:

FICA - Social Security	\$622.55	\$159.45	\$782.00
FICA - Medicare	\$434.84	\$37.29	\$472.13
Deduction - Regular (Not Tax Exempt)	\$70.31	\$2.43	\$72.74
Deduction - Section 125 (Fed and FICA Tax Exempt)	\$3,422.79	\$415.73	\$3,838.52
Retirement - Illinois TRS	\$1,996.98	\$0.00	\$1,996.98
Retirement - Illinois TRS THIS Fund	\$348.37	\$0.00	\$348.37
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$128.69	\$0.00	\$128.69
Retirement - Illinois IMRF (Taxable Benefit)	\$726.44	\$187.92	\$914.36
<u>Total Employer Benefits:</u>	\$7,750.97	\$802.82	\$8,553.79

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2024-2025

Pay Period: 1

Pay Cycle: Biweekly

Starting: 06/22/2024

Ending: 07/05/2024

Pay Date: 07/03/2024

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
<u>Gross:</u>	\$29,192.16	\$4,099.28	\$33,291.44
<u>Total Payroll Expense:</u>	\$36,943.13	\$4,902.10	\$41,845.23
Number of Employees Paid	9	2	11
Number of Males	0	1	1
Number of Females	9	1	10

Payroll Balancing Data

		Direct Deposit	\$22,835.05
		Employee Checks	\$980.70
Gross Pay	\$33,291.44	Total Net Pay	\$23,815.75
ER Contributions	\$8,553.79	EE Deductions	\$9,475.69
		ER Contributions	\$8,553.79
Total Payroll Expense	\$41,845.23	Total Payroll Expense	\$41,845.23

End of Report

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2023-2024

Pay Period: 126

Pay Cycle: Biweekly

Starting: 06/28/2024

Ending: 06/28/2024

Pay Date: 06/28/2024

\$126

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
Gross Pay	\$19,771.90	\$4,643.64	\$24,415.54
<u>Employee Deductions:</u>			
Federal Income Tax	\$1,359.57	\$226.62	\$1,586.19
FICA - Social Security	\$732.74	\$271.22	\$1,003.96
FICA - Medicare	\$290.59	\$63.43	\$354.02
State Tax - Illinois	\$874.30	\$190.94	\$1,065.24
Retirement - Illinois TRS	\$740.04	\$0.00	\$740.04
Retirement - Illinois IMRF	\$378.40	\$196.85	\$575.25
Retirement - Illinois TRS THIS Fund	\$74.00	\$0.00	\$74.00
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Retirement - Illinois IMRF Voluntary Additional	\$71.95	\$293.20	\$365.15
<u>Total Employee Deductions:</u>	\$4,521.59	\$1,242.26	\$5,763.85
<u>Total Net Pay:</u>	\$15,250.31	\$3,401.38	\$18,651.69
<u>Direct Deposit:</u>	\$0.00	\$0.00	\$0.00
<u>Net Pay Checks:</u>	\$15,250.31	\$3,401.38	\$18,651.69
<u>Employer Paid Benefits:</u>			
FICA - Social Security	\$732.74	\$271.22	\$1,003.96
FICA - Medicare	\$290.59	\$63.43	\$354.02
Retirement - Illinois IMRF	\$586.94	\$305.34	\$892.28
Retirement - Illinois TRS THIS Fund	\$55.09	\$0.00	\$55.09
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$47.69	\$0.00	\$47.69
<u>Total Employer Benefits:</u>	\$1,713.05	\$639.99	\$2,353.04
<u>Gross:</u>	\$19,771.90	\$4,643.64	\$24,415.54
<u>Total Payroll Expense:</u>	\$21,484.95	\$5,283.63	\$26,768.58
Number of Employees Paid	18	6	24
Number of Males	5	3	8
Number of Females	13	3	16

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2023-2024

Pay Period: 126

Pay Cycle: Biweekly

Starting: 06/28/2024

Ending: 06/28/2024

Pay Date: 06/28/2024

Certified

Classified

Total

Payroll Balancing Data

		Direct Deposit	\$0.00
		Employee Checks	\$18,651.69
Gross Pay	\$24,415.54	Total Net Pay	\$18,651.69
ER Contributions	\$2,353.04	EE Deductions	\$5,763.85
		ER Contributions	\$2,353.04
Total Payroll Expense	\$26,768.58	Total Payroll Expense	\$26,768.58

End of Report

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2023-2024

Pay Period: 26.1

Pay Cycle: Biweekly

Starting: 06/28/2024

Ending: 06/28/2024

Pay Date: 06/28/2024

\$126.1

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
Gross Pay	\$13,671.00	\$0.00	\$13,671.00
Employee Deductions:			
Federal Income Tax	\$3,333.11	\$0.00	\$3,333.11
FICA - Medicare	\$198.23	\$0.00	\$198.23
State Tax - Illinois	\$671.43	\$0.00	\$671.43
Retirement - Illinois TRS	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS THIS Fund	\$0.00	\$0.00	\$0.00
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$0.00	\$0.00	\$0.00
Total Employee Deductions:	\$4,202.77	\$0.00	\$4,202.77
Total Net Pay:	\$9,468.23	\$0.00	\$9,468.23
Direct Deposit:	\$9,468.23	\$0.00	\$9,468.23
Net Pay Checks:	\$0.00	\$0.00	\$0.00
Employer Paid Benefits:			
FICA - Medicare	\$198.23	\$0.00	\$198.23
Retirement - Illinois TRS	\$1,352.08	\$0.00	\$1,352.08
Retirement - Illinois TRS THIS Fund	\$235.86	\$0.00	\$235.86
Retirement - Illinois TRS Member Benefit Inc. (TE)	\$87.13	\$0.00	\$87.13
Total Employer Benefits:	\$1,873.30	\$0.00	\$1,873.30
Gross:	\$13,671.00	\$0.00	\$13,671.00
Total Payroll Expense:	\$15,544.30	\$0.00	\$15,544.30

Number of Employees Paid	1	0	1
Number of Males	0	0	0
Number of Females	1	0	1

Payroll Balancing Data

		Direct Deposit	\$9,468.23
		Employee Checks	\$0.00
Gross Pay	\$13,671.00	Total Net Pay	\$9,468.23
		EE Deductions	\$4,202.77

Atwood Heights School District 125

Labor Summary Report

Fiscal Year: 2023-2024

Pay Period: 26.1

Pay Cycle: Biweekly

Starting: 06/28/2024

Ending: 06/28/2024

Pay Date: 06/28/2024

	<u>Certified</u>	<u>Classified</u>	<u>Total</u>
ER Contributions	\$1,873.30	ER Contributions	\$1,873.30
Total Payroll Expense	\$15,544.30	Total Payroll Expense	\$15,544.30

End of Report

Account transactions
Lawn Manor Student Activities- 2024-2025

Num	Date	Payee	Category	Amount	Running Balance
		Opening Balance			3,582.09
Grand Total				0.00	3,582.09

8/23/2024

Page 1

Account transactions
Meadow Lane Student Activities 2024-2025

Num	Date	Payee	Category	Amount	Running Balance
			Opening Balance		19,243.73
Grand Total				0.00	19,243.73

Account Transactions
Hamlin Student Activity 2024-2025

Num	Date	Payee	Memo	Category	Amount	Running Balance
Opening Balance as of 7/1/2024						\$29,014.56
Month Ending 7/31/2024						\$29,014.56
<hr/>						
Opening Balance 8/1/2024						\$29,014.56
1487	8/1/2024	Santo Sport	Gym Clothes	Student Activities	\$ (2,200.25)	\$ 26,814.31
Total Month Ending 8/31/2024						\$ 26,814.31

Food Service Management Company/Vended Meals Contract Post-Contract Award Summary Sheet- Step 3

This form is for use between the School Food Authority and the Illinois State Board of Education.
Do Not Include this Form with Solicitation Documents Provided to Prospective Bidders or Proposers.

Upon completion of the contract award, please submit this completed form along with the required documentation listed below via email or mail.

If multiple SFAs on the solicitation, each SFA Authorized Representative will need to complete and submit this form and copies of the required documentation listed below.

A. School Food Authority Information

Agreement Number (RCDT Code) 07-016-1250-02 _____

School Food Authority Name Atwood Heights School District 125 _____

Address, City, Zip Code 12150 South Hamlin Avenue, Alsip, IL 60803 _____

B. Contract Award

Provide the requested information for the following:

- 1) Contract Award Date July 1, 2024 _____
- 2) Company Awarded the Contract Whitsons Nutrition, LLC _____

C. Required Documentation

Submit copies of the following signed documents with this completed form. Retain originals in SFA file.

1) IFB ONLY:

- Section 21 (Vended Meals) or 22 (FSMC), Bid Summary form

RFP ONLY:

- Section 21, Proposed Fixed Meal Rates
- Section 22, Independent Price Determination Certificate
- Section 23, Proposal Agreement

2) Contract Certifications (for both IFB and RFP)

- *Bid-Rigging Certification*
- *Certificate of Independent Determination*
- If the contract is \$25,000 or more -*Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions*
- If the contract is over \$100,000 -*Certificate Regarding Lobbying*
- If the contract is over \$100,000 and any funds other than Federal appropriated funds have been used for lobbying -*Disclosure of Lobbying Activities*

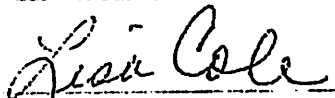
Certification

Under the provisions of the United States Department of Agriculture, Food and Nutrition Service, I certify as a sponsor in the Child Nutrition Programs the executed *Solicitation* is the same *Solicitation* previously submitted to the Illinois State Board of Education and determined in compliance with all applicable regulations and statutes on June 26, 2024.

I understand revisions cannot be made to the executed *Solicitation* without first submitting proposed revisions to the Illinois State Board of Education for review and receiving written notification the proposed revisions are allowable within the regulatory guidelines. Furthermore, I understand additional documents and/or agreements, including those developed by the contractor, cannot become part of the executed contract.

I understand the nonprofit school food service program account cannot be used to pay for unallowable contract costs. As authorized representative for the school food authority noted above, I will ensure operation of the nonprofit school food service program, including use of nonprofit school food service program account funds, is in compliance with the rules and regulations of the Illinois State Board of Education and the United States Department of Agriculture regarding Child Nutrition Programs.

I understand the *Solicitation* and all related documents are subject to review by the Illinois State Board of Education and the United States Department of Agriculture at any time. I understand all contract information provided to the Illinois State Board of Education is being given in connection with the receipt of federal funds and deliberate misrepresentation may subject me to prosecution under applicable state and federal criminal statutes. Further, I understand such misrepresentation could result in the loss of federal and state funding received by the school food authority for school-based Child Nutrition Programs.

SFA Authorized Representative: <i>Print full name</i>	Lisa Cole	Date: July 1, 2024
District/School Name and RCDT #	Atwood Heights School District 125	07-016-1250-02
Signature:		Title: Superintendent

* The Authorized Representative is the individual who is the highest-ranking official that is legally and financially responsible for all areas of the school district or organization. For public schools this would be the District Superintendent.

Maintain a copy of this form for your records.

Mail or email signed and dated form along with copies of all required documentation to:

Mail: Nutrition Procurement Department
Illinois State Board of Education
100 North First Street W270
Springfield, IL 62777-0001

Email: nutritionprocurement@isbe.net

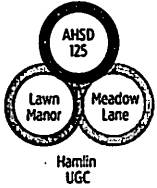
Bid Opening Results

July 25, 2024

10:00 AM

One bid was submitted:

Advantage Chevrolet of Bridgeview \$39,495.00 2024 Chevrolet Silverado 2500 HD Crew



Atwood Heights School District 125

Dr. Samuel A. Rizzo Administrative Center

12150 South Hamlin Avenue Alsip, IL 60803 | P: 708.371.0080 | F: 708.371.7847 | ahsd125.org

Mrs. Lisa Cole | Superintendent of Schools

We Educate Our Future

July 25, 2024

Advantage Chevrolet of Bridgeview
Mr. Jorge Castaneda
8200 S. Harlem Ave
Bridgeview, IL 60455

Dear Mr. Castaneda:

On behalf of District 125, thank you for submitting your bid for a 2024 Chevrolet Silverado pickup truck for the school district. I am pleased to inform you that the Atwood Heights School District 125 Board of Education will approve your bid and ratify the purchase at its regular board meeting in August. Below are the results of the bids:

Advantage Chevrolet of Bridgeview \$39,495.00 2024 Chevrolet Silverado 2500 HD Crew

We are looking forward to doing business with you and your company.

Sincerely,

Lisa J. Cole

Superintendent of Schools

Lawn Manor Primary Center

Heather Wills | Principal

4300 West 108th Place

Oak Lawn, IL 60453

P: 708.423.3078 | F: 708.423.9331

Meadow Lane Intermediate Center

Laura Gray | Principal

11800 Meadow Lane Drive

Merrionette Park, IL 60803

P: 708.388.6958 | F: 708.388.6983

Hamlin Upper Grade Center

Catherine Gallagher | Principal

12150 South Hamlin Avenue

Alsip, IL 60803

P: 708.597.1550 | F: 708.396.0515

Atwood Heights School District 125, Cook County, Illinois
2024 Chevrolet Silverado Truck

BID FORM

	<u>Price</u>
2024 Chevrolet Silverado 2500 HD Crew Cab pickup truck, STERLING GRAY METALLIC	
2500 HD Crew	
6ft Bed	
4x4 Wheel Drive	
Assist Steps	
Snow Plow Prep Package	
Trailer Mirrors	
Roof Emergency Light	
Wheels: 20 10-Spoke Machined Aluminum	
Rear vision camera	
Rear Park Assist	
Spray-In Bed Liner	
Remote vehicle starter system	
6.6L V8 Gas Engine	

Truck Price

\$ 54,495

Less: credit to district for trade-in of 2018 Ram 2500 6.4L V8 with 95,300 miles and an 8ft Western Plow (VIN: 3C6UR5CJ4JG340698)

\$ 15,000

Net Price to District

\$ 39,495

If you are unable to bid at this time, please return this with a "no bid."

BID SUBMITTED BY

Advantage Chevrolet of Bridgeview
NAME OF COMPANY

 GSM
AUTHORIZED SIGNATURE [Name & Title]

Jorge Castaneda GSM
PRINTED SIGNATURE [Name & Title]

(708) 924 5727 7-20-24
TELEPHONE DATE

COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
BOARD OF EDUCATION OF ATWOOD
HEIGHTS SCHOOL DISTRICT 125
AND THE
DISTRICT 125 EDUCATION ASSOCIATION, IEA/NEA

2024-2025
2025-2026
2026-2027

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1. INTRODUCTION

A. AGREEMENT

1. This Agreement is entered into by and between the Board of Education of Atwood Heights School District 125, Cook County, Illinois, (the "Board"), and the District 125 Education Association IEA/NEA, (the "Association") which is hereby recognized as the sole and exclusive collective bargaining agent for the licensed personnel of District 125.
2. This Agreement includes all full or regular part-time ISBE-licensed personnel, hereinafter referred to as "Member" or "Members." Excluded from this Agreement are the superintendent, assistant superintendent(s), principals, assistant principal(s), director(s), psychologist(s), teacher aides, administrative assistants or interns, and all non-licensed personnel.
3. Throughout this Agreement, full and regular part-time Members shall be regarded as the same and entitled to the same rights and benefits unless so stated.
4. Building Coordinators are included as Members.

B. SCOPE

1. It is the intention of this Agreement to provide an effective and continuing means of communication between the Members represented by the Association, the Board, and the Administration.
2. The appendices hereof are integral parts of this Agreement and by this reference are incorporated herein.
3. This Agreement and its provisions shall terminate and supersede any that are inconsistent with the express provisions of this Agreement.

C. MANAGEMENT RIGHTS

1. The Board shall retain the exclusive and ultimate responsibility for proper management and governance of the District, as conferred upon it by the statutes and the Constitution of the State of Illinois, including, but not limited to, the responsibility and the right:
 - a. To maintain executive management and administrative control of the District and its properties and facilities.

- b. To hire all employees; to determine their qualifications, and the conditions for their employment, dismissal, layoff, or suspension; and to assign or transfer all such employees.
 - c. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students all as deemed necessary or advisable by the Board.
 - d. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction, including the selection of textbooks, teaching materials, and teaching aids of all kinds, according to current written Board policy or as amended.
 - e. To determine class schedules, class sizes, the hours of instruction, and the duties, responsibilities, and assignments of all employees with respect thereto, and with respect to non-classroom assignments.
 - f. Part-time positions will be instituted in agreement with the Association.
- 2. The Association agrees that its members, or employees covered by this Agreement shall render full and complete services to the Board and shall not disrupt, impede, or impair, the operations of the School District.
 - 3. The provisions of this Article are limited by the Articles and/or Appendices as agreed upon in this Agreement.

2. MEMBERS' AND PROFESSIONAL MEETINGS

A. FACULTY MEETINGS

Faculty meetings shall not take place during lunch in order to assure each Member a duty-free lunch period. Faculty meetings shall be held during the Member's workday. Every attempt shall be made to give notice at least one day in advance of the meeting accompanied by a written agenda. Following these guidelines, the building representative may request the principal to call a non-scheduled faculty meeting to discuss a specific topic(s).

B. WORKSHOPS

Pre-planning of workshops shall be a joint effort of a faculty and Administration committee.

C. ASSOCIATION BUSINESS

Official Association business can be transacted on school property. The use of available facilities will be by approval of the building principal.

It shall be at the discretion of the building principal to permit Members to leave the building following final student dismissal for duties attendant to professional or Association responsibilities. The Association shall have the right to distribute materials to school personnel through the use of the school mail service and mailboxes.

Members, upon request following the normal procedure established in Board policies, shall have the right to the use of school buildings for meetings. In the event of an emergency, every attempt shall be made to accommodate the request.

The Board agrees to make available to the Association, upon written request, a copy of the following items:

1. Annual Budget
2. Auditor's Report
3. Board Minutes
4. Assessed Valuation Figures
5. State Evaluation Reports
6. Other non-confidential reports.

D. SCHOOL CALENDAR

Prior to the formal adoption of the school calendar by the Board, the Association will be given the opportunity to provide written recommendation to the superintendent with respect to the proposed school calendar. A copy of the school calendar will be included in the Appendix as a non-negotiable item and solely for information.

3. LEAVE PROVISIONS

A. SICK LEAVE

1. Effective with the 2024-25 school year, and for so long as the Cook County, Illinois Paid Leave Ordinance (Chapter 42, Human Relations, Article II, In General, Division 1, Paid Leave, Section 42-1 through 42-10 of the Cook County Code, effective December 31, 2023, as amended) remains in effect, a total of sixteen (16) sick leave days with full pay shall be granted per school year, and sixteen (16) sick leave days shall be added to the prior year's ending total. If the District subsequently becomes exempt from the Cook County Paid Leave Ordinance as the result of legislative or judicial action, a total of fifteen (15) sick leave days with full pay shall be granted per school year, and fifteen (15) sick leave days shall be added to the prior year's ending total.

Days used will be deducted from the current number. Days not used will continue to accumulate at the end of the year. Such sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family shall be defined as: parents, spouse, brothers, sisters, children, grandparents, grandchildren, and legal guardians. The funeral of aunts, uncles, cousins, in-laws of the Member and/or their spouse will be included in sick leave.

2. The Board, in cooperation with the Association, shall establish a Sick Leave Bank, subject to the following guidelines:
 - a. The intent of this Bank is to provide extended sick leave to those Members who have been employed in the District for two full years or more, and who incur a period of prolonged illness, injury, or hospitalization. Prolonged illness, injury, or hospitalization shall mean a minimum of ten (10) consecutive working days after exhaustion of sick and personal leave.
 - b. The Board shall allow Members to contribute one sick day to the Sick Leave Bank per year.
 - c. Contribution of one sick day per year is the minimum requirement for a Member to be eligible to utilize this Bank.
 - d. If a Member so desires, he or she may contribute more than one day per year to the Sick Leave Bank. A Member leaving the District may contribute two year's unused sick leave to the Bank if the sick leave has not been used for retirement or reimbursement.

- e. Notification of voluntary contribution shall be made by each Member by October 1 of each year, at which time, the sick leave day(s) will be deducted from the Member's sick leave.
 - f. Days in the Sick Leave Bank, if unused will accumulate each year.
 - g. A Member receiving days from the Sick Leave Bank shall not be required to pay back the number of days used from the Bank.
 - h. No one will be able to withdraw days from the Bank until after their own accrued sick and personal leave days have been depleted.
 - i. The request for Sick Leave Bank days must be presented in writing and contain a doctor's written verification of the illness.
 - j. Drawing from the Bank will require approval from the Executive Board of the Association. The Executive Board consists of the president, vice president, treasurer, and secretary. A majority of those voting on the request to use the Bank must approve the request to have it accepted. The superintendent will be informed of all requests and the following action of the Executive Board of the Association. The maximum number of days that can be used per illness is 181.
 - k. Upon retirement, unused donated days may be retrieved and added to the Member's total accumulated sick leave, solely for the purpose of obtaining an additional full year of service credit from TRS; no such unused donated days may be retrieved for any other purpose. No retrieval shall be permitted to the extent that it would result in a Member having any fractional year of additional service credit. If a Member's annuity is subsequently reconfigured by TRS based on a denial of service credit for such retrieved days, the Member shall accept the adjusted annuity, and the retrieval and denial of such retrieved days shall be non-reviewable in any forum and shall not be subject to the grievance procedure in this Agreement.
3. Absences due to duty-connected injury, verified by appropriate medical evidence, shall not be deducted from a Member's accumulated sick leave. In such cases, the Board shall pay the Member's full salary, less any payments received from workers' compensation, District insurance policies, or insurance provided the Member by state statute for a maximum of ninety (90) days.
4. Each Member shall receive semi-annual written notification of the number of accumulated sick days and number of used sick days.

5. Regular part-time Members shall receive sick leave pro-rated on the terms of employment.
6. Upon leaving the District for retirement or resignation, each Member shall be reimbursed at the substitute rate of pay for their unused sick days, up to a maximum of thirty-five percent (35%) of said unused days. Provided, however, that the maximum payment that a Member may receive under this provision shall be \$7,500.00. Days used in computing retirement benefits, or which are available due to the retrieval and use of unused, donated sick days from the sick leave bank for additional TRS service credit, shall not be reimbursed.

B. FAMILY AND MEDICAL LEAVE

1. Definitions

As used in this section:

- a. "Eligible Member" means a Member who has been employed in a full-time capacity with the District for at least twelve (12) months and has at least 1,250 hours of service with the District during the twelve months which precede the period of the requested leave.
- b. The term "academic year" means that portion of the school year, July 1 to the following June 30, when school is in actual session.
- c. The term "equivalent position" shall mean any position for which an eligible Member is legally qualified with compensation and benefits equal to or better than the compensation and benefits received by an eligible Member prior to being granted a leave under this section.
- d. Other terms shall be as defined in the *Family and Medical Leave Act* (P.L. 103-3) (FMLA) and rules and regulations promulgated by the United States Department of Labor.

2. Leaves

- a. Eligible Members shall be granted a total of twelve (12) work weeks of unpaid leave or such other amount of unpaid leave specified in the FMLA (subject to the requirements of Section 2.b. of this Article) during any 12-month period (as defined in subsection b. herein) for one or more of the following reasons:
 1. The birth of a child and to care for such child.
 2. The adoption of a child or the placement of a foster child and to care for such

child.

3. To care for a spouse, son, daughter, or parent who has a serious health condition.
 4. A serious health condition that makes the Member unable to perform their job functions.
 5. Any other reason for which leave is permitted under the FMLA.
- b. For purposes of this section, a 12-month period shall be defined as the 12-month period measured forward from the date any eligible Member's first FMLA leave begins.
 - c. An eligible Member shall substitute accrued paid sick leave and personal leave days for unpaid leave days taken under Section 2.a. of this Article.
 - d. An eligible Member shall not be required to take leave under this Section but may, instead, elect to take leave under other provisions of Article 3 for a reason which would also qualify as FMLA leave.

3. Notification

In any case in which the necessity of leave under subparagraphs 2.a.1 or 2.a.2. is based upon an expected birth or placement, the eligible Member shall provide the superintendent at least thirty (30) calendar days' notice before the date the leave is to begin, of the Member's intention to take the leave. Where, due to unforeseen circumstances, such notice is not practicable, the Member shall provide as early notice as is practicable.

In any case in which the necessity for leave under subparagraphs 2.a.3. or 2.a.4. is based upon illness or a serious health condition, the eligible Member shall make every reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the District, subject to the approval of the health care provider. The eligible Member shall provide the superintendent with not less than thirty (30) calendar days' notice before the date the leave is to begin, of the Member's intention to take the leave. Where, due to unforeseen circumstance, such notice is not practicable, the Member shall provide as early notice as practicable. An eligible Member requesting leave under subparagraphs 2.a.3. or 2.a.4. shall, concurrently with the required notification, provide written certification from a health care provider of the reasons for the Member's request for family and medical leave.

4. End of Academic Term

If an eligible Member begins leave:

- a. more than five (5) weeks prior to the end of an academic term for a purpose other than the Member's own serious health condition, the superintendent may require the leave to extend to the end of the academic term if the leave is of at least three (3) weeks duration and the Member would return to work during the two (2) week period before the end of the academic term; or
- b. less than five (5) weeks prior to the end of an academic term for a purpose other than the Member's own serious health condition, the superintendent may require the leave to extend to the end of the academic term if the leave is of at least two (2) weeks duration and the return to employment would occur within two (2) weeks of the end of the academic term; or
- c. less than three (3) weeks prior to the end of an academic term, the superintendent may require the leave to extend to the end of the academic term if it is greater than five (5) working days.

5. Repealer.

In the event the *Family and Medical Leave Act* is repealed, then this section of this Article shall, as of the date of repeal, no longer be in force and effect.

C. PERSONAL LEAVE

- 1. Each Member shall be allowed up to eight (8) days paid leave per school year for personal, moral, or business reasons which cannot ordinarily be attended to while school is in session, without the specific reason being given. Personal days shall be deducted from the Member's accumulated sick leave days. The granting of personal leaves under this paragraph C.1. is subject to the following limitations and exclusions:
 - a. A Member requesting personal leave shall submit their written request to the principal for approval at least two (2) calendar days prior to the day of the requested leave. The principal shall indicate approval within one (1) day.
 - b. No more than two (2) Members per school shall be granted personal leaves on any one school day.
 - c. Emergency exceptions for a given reason may be arranged by the building principal.
 - d. Personal leave days may not be requested or allowed during the first and last two Member employment days of any school year, nor the day preceding or following any recess or break period of more than two (2) consecutive days (excluding weekends), including, but not limited to, the Thanksgiving, Winter and Spring recess/break

- periods, except for emergency leave requests as determined by the Principal.
- e. When the school and school offices are officially closed by the superintendent, no leave day previously arranged by a Member will be deducted for such emergency days.
 - f. Any Member requesting use of more than two (2) consecutive personal days during the school year shall provide the reason for the requested leave to the Principal or their designee.
2. Requests for personal leave in excess of eight (8) days per school year may be made in writing to the principal and shall specify the reason for such additional requested leave. Such requests shall be submitted to the principal for approval or denial at least two (2) calendar days prior to the day of the requested leave. The principal shall grant or deny such request within one (1) day, at the discretion of the principal. Any such additional personal leave so granted by the principal shall be deducted from the Member's accumulated sick leave. Any decision to grant or deny such additional requested leave shall be non-precedential, non-reviewable in any forum and shall not be subject to the grievance procedure in this Agreement.

D. JURY DUTY

A Member shall experience no loss in pay or paid leave benefits because of jury duty or because the Member, pursuant to a subpoena issued by the clerk of the court and served upon the Member, attends as a witness upon trial or to have their deposition taken in any school-related matter pending in court. The Board may deduct from the Member's pay an amount equal to the amount received for such jury duty or for per diem fees to which the Member is entitled for complying with such subpoena, less any transportation expenses incurred by the Member and documented to the Business Office. Members required to appear for such jury duty, trial or deposition shall immediately provide the principal with a copy of the jury summons or the subpoena.

E. MILITARY SERVICE

The contractual continued service status of a Member shall not be affected by virtue of military induction or enlistment for military duty in any branch of the United States' armed forces. Years of military service shall be added to years of teaching experience for advancement on the salary schedule to a maximum of two (2) years.

F. ASSOCIATION LEAVE

Representatives of the Association shall be excused to attend local, state, or national conferences with no loss of salary, providing the frequency of excused leave does not impair the quality of classroom instruction as determined by the Administration. A written request must be submitted to the superintendent five (5) days prior to the date of departure. One (1) person per building shall be granted such leave. The president or designee may be excused for two (2) days without loss of salary upon approval by the superintendent.

G. CHILD-REARING LEAVE

A tenured Member shall be granted child-rearing leave without pay or other benefits subject to the following conditions.

1. Application for child-rearing leave shall be made in writing to the superintendent at least sixty (60) days before the proposed commencement of such leave.
2. The Member and the superintendent or designee shall mutually determine the commencement and termination of the leave. Every effort shall be made to have such leave terminate immediately prior to the start of a new school year. Additionally, leaves granted hereunder commencing in the school year shall be for no less than a semester.
3. Sick leave shall not be applicable during the period of child-rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the Member upon return to active employment in the District.
4. When a leave has been granted under this Section, tenure shall not be interrupted. The Member shall re-enter the salary schedule at the step next after that occupied at the time leave was granted.
5. The Member may maintain medical insurance by making timely payments of all premiums to the District Business Office or elsewhere as may be directed.
6. Any Member on child-rearing leave shall notify the superintendent in writing by March 1 of their intent to return to employment the following school year. Failure to notify the superintendent in writing shall constitute resignation by the Member.
7. Any Member desiring child-rearing leave as a result of becoming an adoptive or foster parent shall notify the superintendent in writing upon the later of the initiation of the legal proceedings therefore or the teacher's acceptance by an adoption/foster agency, whichever shall be applicable. Leave shall be granted upon written notification to the

superintendent of the date the child is expected to be received. It shall be the responsibility of the applicant to keep the superintendent informed of the status of the proceedings and, as soon as known, the expected day of receipt of the child.

8. Nothing in this section shall be construed as requiring any Member to apply for a child-rearing leave. A Member not eligible for or not desiring such leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child. If such Member shall have exhausted accumulated sick leave, she shall be granted leave of absence without pay or other benefits during such period of disability. Such Member shall return to employment immediately following the termination of actual disability, as certified by the teacher's physician, or if the Board chooses, a physician of the Board's choice. If the Board chooses a physician, the Board will pay for the expense of the certification.
9. A tenured Member shall be entitled to a child-rearing leave of absence. Such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements as set forth in this Section. Eligibility for such leave shall rest upon the anticipated birth of the child or upon their planned adoption or foster placement of a child.
10. A Member granted a leave of absence hereunder shall agree in all cases, as a condition precedent to the granting of such leave, to waive any claim to unemployment compensation. In the event such a waiver is not effective, the employee agrees to reimburse the Board for any resultant unemployment compensation costs incurred by the Board.
11. Upon return to employment from leave, the Member shall receive an available assignment consistent with their professional preparation, provided that leave status will not exempt the Member from a Reduction in Force. Placement in their previous assignment is not guaranteed.
12. To the extent that a tenured Member's temporary illness or disability under this Section also qualifies as a "serious health condition" under the FMLA and to the extent that the Member is an "eligible employee" as defined in Article 3.B. of this Agreement, the first twelve (12) weeks of a Member's leave under this Section shall also be construed as medical leave under the Family and Medical Leave provisions of Article 3.B of this Agreement. The first twelve (12) weeks of leave taken under this Section to care for a newborn child, adoptive child, or foster child shall likewise be construed as leave

pursuant to the FMLA in accordance with the provisions of Article 3.B of this Agreement.

H. LEAVE OF ABSENCE

A leave of absence of up to two (2) school years without pay may be granted to any teacher. Said Member must confer with the superintendent prior to the leave for approval. Said Member must notify the superintendent by February 1 in writing for approval by the Board. The leave of absence begins on the first day of the school year and, if approved, continues for the full second year. Emergency or exceptional cases may be considered by the superintendent and approved by the Board.

Benefits While on Leave

1. The Member may continue the District Insurance Plan by making timely payments of all premiums to the District Business Office or elsewhere as may be directed.
2. Upon return to employment from leave, the Member shall receive an available assignment consistent with their professional preparation, provided that leave status will not exempt the Member from a Reduction in Force. Placement in their previous assignment is not guaranteed.
3. Said Member shall be permitted to retain all unused sick leave accrued as of the date of the leave. No sick leave shall be accrued during the time of the leave.
4. Said teacher's tenure status shall not be impaired by virtue of the leave.
5. Experience credit for salary advancement for the year(s) for which the leave is taken will not be given.
6. Said Member must notify the superintendent in writing by March 1 of the year in which the leave is to be terminated regarding their intention to return to the District. Failure to notify the superintendent in writing shall constitute resignation by the Member.

I. SABBATICAL LEAVE

1. Purpose

The policy of granting sabbatical leaves of absence has been established for the purpose of promoting more efficient teaching and professional quality for District 125. Therefore, an application for such leave is recommended by the superintendent and approved by the Board only when, in their considered judgment, the professional

competency of Members and the general efficiency of the school system will thereby be benefited.

2. Requirements

- a. Any Member who has satisfactorily completed six (6) consecutive years of teaching and/or administrative service in School District 125 may apply for sabbatical leave.
- b. A sabbatical leave may be granted by the Board to permit a Member to engage in study or study travel.
- c. A Member on leave will be expected to enroll as a full-time student carrying a full load of work at an institution of higher learning or North Central accreditation and approval.
- d. An application for sabbatical leave, including a plan for study and/or study approval as mentioned below, will then have to be approved by the building principal to whom the Member is directly responsible. This application must be filed by September 15 of the year preceding the school year for which leave is to be granted.
- e. Any study and/or study travel must be under the sponsorship of an accredited educational institution, educational agency, or educational foundation. A plan for study and/or study travel to be undertaken must be submitted in writing to the superintendent for approval.
- f. The Member must agree in writing to return to service for one full school year in the District at the expiration of the leave and shall sign a promissory note in the amount of the salary for the previous year. In the event the Member fails to return and complete service for one school year in the District at the expiration of the leave, all salary paid to the Member during that leave shall become due immediately and payable to the District, unless such return in performance is prevented by illness or incapacity. Medical proof is necessary.
- g. Incapacitation or illness experienced during the sabbatical leave immediately terminates the sabbatical agreement. Medical proof is necessary.
- h. In the event of denial, written rationale shall be provided to the Member.

3. Limitations

- a. Sabbatical leave shall be granted for one school term.
- b. The number of Members on sabbatical leave during a school term will be limited to one (1) per building. Should a building not have a Member on sabbatical leave, the

filling of the District quota shall be at the recommendation of the committee with the final approval given by the Board.

- c. A Member who has been granted a sabbatical leave of absence must complete six (6) years of consecutive service before becoming eligible for another sabbatical leave.
- d. Members on sabbatical leave shall not engage in teaching or other remunerative occupations except in an instance where an assistantship or fellowship should be offered in which the experience would be directly applicable to the field in which the Member is assigned or for which he is preparing. For this exception to be granted, an application must be filed in writing with the superintendent describing the nature of the assistantship or fellowship offered and approved by the Sabbatical Committee with final approval by the Board.

4. Selection

A committee of four (4) Members (at least one per building), two (2) principals, two (2) Board members, and the superintendent, serving as chairperson without a vote, will review the requests for sabbatical leave. Such review will commence after January 15. Based on the judgment of this committee, final recommendations for approval will be submitted to the Board for action to be taken at the March Board meeting.

5. Compensation

During absence pursuant to a sabbatical leave, such Member shall receive the same basic salary as if in actual service, except that there may be deducted therefrom an amount equivalent to the amount payable for substitute service. However, such salary after deduction for substitute service shall, in no case, be less than the minimum provided by the most recent Illinois School Code or one-half of the basic salary, whichever is greater.

J. BEREAVEMENT LEAVE

A Member shall be entitled to three (3) days of bereavement leave per school year. Bereavement leave may be used for the death of a member of the immediate family or household of the Member for a miscarriage or still birth. The "immediate family" for bereavement leave purposes shall be defined as: parents, spouse, brothers, sisters, children, grandparents, grandchildren, legal guardians, aunts, uncles, cousins, and in-laws of the Member and/or their spouse. Such bereavement leave shall be non-cumulative, and unused bereavement leave shall not be converted to any other leave. Bereavement leave may be

used during the school year in which it is granted in one (1) day increments, not to exceed three days.

4. SALARY PROVISIONS

A. SALARY SCHEDULE

The Board and the Association agree to a longevity philosophy in the salary schedule. The salary schedule is printed as an Appendix to this agreement.

B. SALARY PAYMENT

Payment will be based on twenty-one (21) or twenty-six (26) payments as directed by the Member prior to the second Member workday of the school year. Payday(s) will be every other Friday as delineated in Appendix H-1 and H-2. The Board will deduct from the pay of each Member from whom it has received written authorization to do so, the required amount of local Association, IEA, and NEA dues, provided that such authorization may be revoked by the individual at any time. Such deductions shall be calculated over the first ten (10) pay periods.

C. FRINGE BENEFITS

A fringe benefit program consisting of the District Insurance Plan, Professional Education Reimbursement Plan, and a District Medical Reimbursement Plan as hereinafter defined shall be made available by the Board to all full-time Members. The Plan Year for the fringe benefit program is September 1 to the following August 31. The last day to submit requests for reimbursement for a plan year is the October 31 after the end of that Plan Year.

1. The District Insurance Plan:

- a. Full-time Members shall be provided group medical and dental insurance coverage as set forth in the E.B.C. plan commonly known as Plan 1, or as set forth in the HMO plan(s) offered by the Board. The Board shall pay a portion of the premiums for single, dependent, and family coverage under said plans as set forth in subsection b. below. If the Member's spouse or dependents are not insured by another group family plan, the Board of Education will make available a family coverage plan for Group Medical and Dental Insurance. The Board shall also pay the premiums for Life Insurance, and Accidental Death and Dismemberment Insurance, \$50,000 coverage ("Life and AD&D Insurance"). For insureds age 70 and over, the amount of such coverage is subject to automatic reduction. Upon an insured's attainment of age 70, the amount of such coverage will be reduced by 50%. This reduction also applies

to insureds age 70 or over on their "Individual Effective Date" as defined in the Life and AD&D Insurance policy.

- b. Full-time Members hired before October 1, 2009, shall pay and otherwise be responsible for making the following annual contributions toward the premiums for any PPO medical insurance coverage selected by the Member, as follows:

23% of the premiums for the coverage selected by the Member for the 2024-2025_ school year

23% of the premiums for the coverage selected by the Member for the 2025-2026_ school year

23% of the premiums for the coverage selected by the Member for the 2026-2027_ school year

Full-time Members hired before October 1, 2009, shall pay and otherwise be responsible for making the following annual contributions toward the premiums for any HMO medical insurance coverage selected by the Member, as follows:

14% of the premiums for the coverage selected by the Member for the 2024-2025_ school year

14% of the premiums for the coverage selected by the Member for the 2025-2026_ school year

14% of the premiums for the coverage selected by the Member for the 2026-2027_ school year

Provided, however, that the amount paid annually by a Member hired before October 1, 2009 towards PPO or HMO single medical insurance premiums shall not exceed 9 ½% of the Member's taxable income from the District. The Board shall pay the balance of said PPO and HMO premiums.

Full-time Members hired on or after October 1, 2009, shall pay and otherwise be responsible for making annual contributions toward the premiums for any medical insurance coverage selected by the Member, in an amount equal to the difference between the premium for the coverage selected by the Member and the amount paid by the Board for similar HMO coverage. Provided, however, that the amount paid annually by a Member hired after October 1, 2009 towards PPO or HMO single medical insurance premiums shall not exceed 9 ½% of the Member's taxable income from the District.

Each Member shall elect the manner in which their contributions is to be paid,

using such form or forms provided by the District for that purpose; if no such election is made by the date designated by the District, such Member contribution shall be deducted on a pro-rata basis over the remaining pay periods for the affected school year.

- c. An insurance committee composed of three (3) Association representatives and three (3) Board/Administration representatives shall be established. This committee shall monitor the operation of the group medical and group dental insurance plans and will offer suggested changes to benefit components and/or operating procedures. The committee shall be specifically responsible for the following:
 1. suggesting adjustments in existing components of said insurance plans if any are necessary,
 2. providing suggestions regarding the use of a Plan Administrator,
 3. providing suggestions regarding the selection of the insurance provider(s), and
 4. utilizing current or new data to monitor the Plans operations.

The Committee shall meet as necessary, but no less than quarterly during the regular school year to fulfill its responsibilities. Such meetings may be scheduled during the workday (schedules of Committee members permitting) and Association representatives shall be released to attend.

The Committee shall make all suggestions to the Board and the Association in writing and by majority vote of its participants shall act and communicate their respective disposition regarding any suggestion from the Committee within sixty calendar days of receiving a request to act from the Committee.

- d. The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Internal Revenue Code of 1986 as amended ("Code"). If at any time Code Section 125 or its related regulations are amended, the parties shall promptly revise the plan to comply with the amendment(s).

A Member may elect to participate by choosing to receive benefits for the purposes set forth below and in the amounts specified. The total amount elected shall be deducted from each Member's compensation along with the deduction of contributions to the Illinois Teachers' Retirement System which may be required on such salary reduction plan payments.

Prior to the beginning day of the plan year, each Member shall, in writing, designate the dollar amounts elected for that year for premiums for group health and

group dental insurance.

The amounts designated may not be changed during the plan year except on account of a change in the Member's family status or other circumstance provided in Code Section 125 or its related regulations.

The total amount(s) elected pursuant to the plan shall be deducted in equal amounts from the Member's salary payments during the plan year, unless otherwise specified.

The Board shall pay the initial set-up fee and shall pay any subsequently required monthly fees, including any administrative expenses.

2. Professional Educational Reimbursement/District Medical Reimbursement Plans:

- a. Professional Educational Reimbursement Plan: Each Plan Year (September 1 to the following August 31), Members will be reimbursed for approved workshops (up to a maximum of \$200.00 per Plan Year), approved educational and instructional materials used in their classrooms (up to a maximum of \$200.00 per Plan Year), tuition, textbooks, and related fees for credit courses in areas related to their current licensure, new licensure, or course work in the field of education. The courses must be approved in advance by the principal and superintendent. Denial of course approval will be made in writing. Courses will not be considered if the course is offered at a time that conflicts with the Member's assignment and duties. Credit courses will be reimbursed with a minimum grade of C, or pass, where grades are not given. The ceiling per fiscal year shall not exceed and shall be in accordance with the Member's choice of options as contained in Sub-Section c. Options. Reimbursement will be made upon verification by the official transcript being filed in the Administrative office.
- b. District Medical Reimbursement Plan: Each Plan Year (September 1 to the following August 31), the District medical reimbursement plan will cover medical, prescription drugs, dental, and optical expenses incurred by a Member, the Member's spouse or the Member's eligible dependents which are not otherwise reimbursed to the Member under the District medical plan or other insurance plan. Premiums from a spouse's medical insurance policy shall also be reimbursed. Members may also use this plan to purchase coverage under the district Dental Insurance program. The Member must submit to the District office the expenses with a receipt. The total amount of this

benefit shall not exceed the agreed upon maximum or an amount adjusted by the Member's choice of options as contained in Section c. Options.

c. Options: The options available for the District fringe benefit program are:

Option 1 - The Board will pay 100% of the premium for the Life and AD&D Insurance specified in Article 4.C.1.a., and the contribution specified in Article 4.C.1.b. for family or dependent coverage. Members selecting this option are not eligible for either the Professional Reimbursement Plan or the District Medical Reimbursement Plan.

Option 2 - The Board will pay 100% of the premium for the Life and AD&D Insurance specified in Article 4.C.1.a., and the contribution specified in Article 4.C.1.b. for single medical insurance coverage. Full-time Members that enroll in single medical insurance coverage are eligible for an additional amount up to \$1,300 per Plan Year under the Professional Reimbursement and/or District Medical Reimbursement Plans; \$200 of the \$1,300 may be used for reimbursement of pre-approved educational technology and instructional materials.

Option 3 - The Board will pay 100% of the premium for the Life and AD&D Insurance for Members not enrolled in either Option 1 or Option 2. Members not enrolled in either Option 1 or Option 2 are also eligible for up to \$4,200 per Plan Year (September 1 to the following August 31) under the Professional Reimbursement Plan, District Medical Reimbursement Plan, or payment towards the premium for Life and AD&D Insurance; reimbursement for preapproved educational technology, and instructional materials used in their classrooms shall not exceed \$1,500 per Plan Year. Part-time Members shall be eligible to receive up to \$4,200 per Plan Year, pro-rated based upon their part-time assignment, to be used for the foregoing purposes; reimbursement for preapproved educational technology, and instructional materials used in their classrooms shall not exceed \$1,500 per Plan Year, pro-rated based upon their part-time assignment.

D. ILLINOIS TEACHERS' RETIREMENT SYSTEM PAYMENTS

The Board shall pick up and pay to the Illinois Teachers' Retirement System (TRS), on behalf of each Member, 8% of the appropriate amount shown on the salary schedule attached to this Agreement. An individual Member shall have no right or claim to these funds, except

as they become available upon retirement or resignation from TRS. Said pick up and payment shall be for the purpose of the Board's assuming a portion of each Member's required contribution to TRS, except contributions for survivor's benefits. The Board's pick up and payment to TRS is included in the incremental steps of the salary schedule. Such amount shall represent the combination of all regular salary benefits payable to each Member and all amounts picked up and paid to TRS by the Board. The Board shall not be required by this section, or otherwise, to pick up and pay any additional amounts to TRS. The Association agrees that the Board's said payment of Member contributions to TRS is solely for the purpose of making such contributions nontaxable income for Federal Income Tax purposes and shall not affect the true compensation paid to such Members. The Association will not consent to the Board at any time in the future that said payments by the Board from the Member's compensation are not to be considered as compensation for any other purpose. The Board will immediately inform the Association of any problems arising out of the Board's agreement to make payments on behalf of Members. The Association shall hold the Board harmless and indemnify the Board against all liability, loss, and expense of whatever nature arising out of the Board's agreement to make payments on behalf of each Member to TRS. Any legal action which may arise out of the Board's agreement to make payments on behalf of the Members will be a joint venture of the Board and the Association. The Board may deduct from each Member's paycheck, on a pro-rata and otherwise reasonable basis, any amounts, including penalties, which the Board is obligated to pay as a result of the improper or incorrect withholding of income or other taxes or contributions to TRS, or the improper or incorrect reporting thereof, arising out of the Board's agreement to make payments on behalf of each Member to the TRS. The salary schedule shall be annotated as follows: "The above-scheduled amounts include the Board's pick up of a portion of Member contributions to the Illinois Teachers' Retirement System as provided in this Agreement."

E. WAIVER OF PAID LEAVE ORDINANCE

The Board and the Association (for itself and all of the members of its bargaining unit) waive all of the requirements, duties, and obligations of the Cook County, Illinois Paid Leave Ordinance (Chapter 42, Human Relations, Article II, In General, Division 1, Paid Leave, Section 42-1 through 42-10 of the Cook County Code, effective December 31, 2023, as amended).

The Association, for itself and all of its bargaining unit members, expressly acknowledges and agrees that: (a) it has fully and carefully read and considered this waiver and fully understands its meaning and effect; (b) it has had a full and adequate opportunity and reasonable time period to review this waiver with its attorney, Association representatives, and bargaining unit members before agreeing to it; (c) it was not coerced into agreeing to this waiver; (d) it agrees to this waiver in its entirety and is doing so knowingly, voluntarily, and with full knowledge of its significance; (e) the only consideration for its agreeing to this waiver are the compensation and leave benefits stated in this collective bargaining agreement, and no other promises or representations of any kind have been made by any other person or entity to cause it to agree to this waiver; and (f) the consideration listed herein exceeds what the Association's bargaining unit members would otherwise have been entitled to, and is in exchange for agreeing to this waiver.

The parties are including this waiver in this collective bargaining agreement pursuant to the authority of Section 42-5 of the Cook County, Illinois Paid Leave Ordinance and intend for this waiver to satisfy the waiver requirements contained therein. The Board and the Association expressly acknowledge and agree that this is intended to be an explicit, clear and unambiguous waiver of all of the requirements, duties, and obligations of said ordinance.

The Board and the Association agree that if this waiver, or any portion of it, is found to be unenforceable or insufficient in any way, that they will each immediately take such further action as is necessary or reasonably desirable to carry out the purposes and intent of this waiver, including but not limited to executing and delivering any further instruments and documents and providing any reasonably requested information as any other party reasonably may request.

5. WORKING CONDITIONS

A. MEMBER WORKDAY

The Member workday shall not exceed seven (7) hours, including a duty-free lunch period. Members shall be permitted to leave school after the release of students on days preceding a weekend, holiday, or vacation, if a District-wide staff meeting or in-service program is not scheduled. The regular part-time Member workday will be adjusted for parent conferences, institutes, and workshops.

B. EVENING SCHOOL ACTIVITIES

Members are encouraged by the Association to be available to conduct and/or participate in scheduled evening school-related activities. Members will be given at least two (2) days advance notice. Nonparticipation will not be reflected on the formal evaluation.

C. ACADEMIC FREEDOM

The teaching staff of District 125 seeks to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights of the United States and instill an appreciation for individual differences.

D. CITIZENSHIP

A Member shall not be denied the right to be active politically; however, political actions shall not take place on school property. The Member shall not use institutional privileges or facilities to promote political candidates or to further partisan political activities.

E. CURRICULUM

Members may refer in writing at any time during the school year, recommendations and evaluations of curriculum and programs to the principal and superintendent. The District curriculum commitment, as developed by staff and approved by the Board, is the guide for all Members.

F. INSTRUCTIONAL MATERIALS

The Member in a grade level or subject area shall submit a list of instructional materials to their building principal prior to the end of the school year. If any requested item is deleted, the Member will be notified. Additional instructional materials may be ordered during the school year, with the approval of the building principal.

G. PLANNING PERIODS

A Member may use for planning all time which has been scheduled by the principal as planning periods. This planning time shall be no less than one hundred forty (140) minutes per week. The fifteen (15) minutes at the beginning of the Member workday and the fifteen (15) minutes prior to the end of the Member workday shall not be scheduled as planning time. Each Member shall be scheduled a daily planning period. Any meetings scheduled during plan times require compensation at the extended day rate.

H. PERSONNEL FILE

Each Member file shall contain the following:

1. Required medical information
2. All Member evaluation reports
3. Up-to-date transcripts
4. Sick leave file

Only correspondence pertaining to their professional conduct in teaching and school affairs shall be included in the Member's personnel file. A Member will receive a copy of any material incorporated into the personnel file and shall be notified of the removal of any material exclusive of items considered a part of routine bookkeeping. Each Member shall have the right to review the contents of their personnel file, exclusive of recommendations from previous employers or college placement records. Upon request, the Member may purchase, at current cost established by the Board for this service, copies of such materials viewed.

I. TELEPHONE FACILITIES

Telephone facilities are open to Members for calls within the local perimeter.

J. SCHOOL CLOSINGS

When a school(s) is closed by the superintendent due to an emergency situation, Members will not be required to be in attendance at work that day(s). In such cases, a building telephone chain will be established by the principal to notify their staff.

K. PARENT CONCERNS

Parent complaints or concerns are the mutual responsibility of both the building principal and Member. The principal will notify the involved Member of parental complaints or concerns. Members will notify the principal of parental complaints or concerns. If satisfaction is not attained by either party at the building level, the superintendent shall be notified in writing.

L. EMPLOYEE ORIENTATION

The Association and administration will conduct employee orientation sessions dealing with this Agreement, Board Policy Manual, Parent Handbook, Teachers' Handbook, retirement, and other areas of Member concern.

M. STUDENT DISCIPLINE

In accordance with the relevant provisions of the Illinois School Code, Members will serve as committee members on the parent-teacher advisory committee to develop and/or revise with the Board policy guidelines relative to student discipline. Members who are not members of the committee are encouraged to submit recommendations pertaining to student discipline through administrative channels.

N. SUBSTITUTES

Every effort will be made to provide a substitute for every absent Member. If a substitute cannot be provided, Members may be required to substitute for another Member. Members who substitute for another Member during the school day will be compensated at the after-school activity rate set forth in Appendix B-1, based on actual time spent substituting.

O. GENERAL CONDITIONS

Each school shall be provided with a staff lounge. Parking facilities shall be provided. Assignment of traditional two-grade teaching combinations will be avoided.

P. ASSAULTS

1. Any case of assault upon a Member shall be promptly reported to the Board or its designee. The Board shall provide legal counsel as required by the School Code of Illinois to advise the Member of their rights and obligations with respect to such assault and shall render all reasonable assistance to the Member in connection with handling of the incident by law enforcement and judicial authorities.
2. In case of assault or any injury incurred on the job which meets the Workers' Compensation standard of "job related", the Member shall suffer no loss of sick leave or pay for any period not compensated for by Workers' Compensation or pay benefits.

Q. COMMITTEE ASSIGNMENTS

Member assignments to committees shall be subject to advance notification and Member consideration. Committees will meet during the Member workday; however, in order to allow members of the Board and community to participate, one one (1) hour committee meeting may be held after the Member workday without additional compensation being provided to the teacher. Any additional hours or meetings will be compensated at the after school activity rate.

R. TRAVEL REIMBURSEMENT

Members holding assignments requiring travel shall be reimbursed at the current standard mileage rate of the Internal Revenue Service upon submission of their mileage statement. Approved out-of-district mileage is also covered by this section.

S. EXTENDED DAY ACTIVITIES

1. Sponsorship of approved extended-day activities shall be voluntary. All Members in the District may sponsor approved extended-day activities.
2. Approved extended day activities will be salaried at the rate printed in the Appendix.

3. Payments shall be made at the completion of the activity and the submission of a time sheet.

T. RETIREMENT INCENTIVE

1. Eligibility and Conditions to Receive Retirement Incentive Benefits

- a. The following conditions must be satisfied in order for those Members who submit a written “notice of intent to retire” to receive any of the benefits referenced in this Article 5.T:
 1. The Member must be in good standing with the Board.
 2. Retirement must not be as a result of any disciplinary action contemplated by the Board.
 3. The Member must submit to the superintendent a timely written “notice of intent to retire” prior to the first year the Member is requesting the payment of a retirement incentive. If unforeseen circumstances prevent submission of such notice during the time frame specified above, the Member may submit their notice of intent to retire at a later date. Such late notices shall be reviewed by the Board on a discretionary, non-precedential, non-grievable and non-reviewable basis.
- b. A retirement program shall be available for Members who meet all of the following eligibility criteria and whose retirement is approved by the Board:
 1. Completed at least twenty (20) years of service in the District, or its equivalent, subject to the following:
 - a. If a Member’s employment is terminated due to a reduction in force, and the Member is subsequently rehired as a Member in the District within three (3) school years of the date of their reduction, then the last ten (10) years of full time service, or its equivalent, shall be continuous.
 - b. If a Member is absent from the District for any other reason (except for termination for cause or nonrenewal) for less than two (2) school years and subsequently returns as a Member in the District, then the last twelve (12) years of full time service, or its equivalent, shall be continuous.
 - c. “Continuous” shall mean not interrupted by any reason or any leave (except FMLA or Board approved leave) or termination of employment.
 2. Meet one of the following requirements:
 - a. Attained the age of 55 or 60 upon the effective date of retirement, or

b. Become 55 years old within six (6) months of their last day of service.

3. The Member's retirement will not require the Board to pay any additional or one-time contribution, payment, or penalty to TRS (including, but not limited to, contributions required under P.A. 94-0004, as amended).

2. Notification

A Member who meets the eligibility requirements set forth above as well as qualifies for retirement under the *Illinois Pension Code* and TRS rules and regulations, must submit a written notice of intent to retire to the superintendent, setting forth the desired retirement date. Any such notification may be for up to four (4) years and must be timely made prior to the first year the Member is requesting the payment of a retirement incentive or in the case of a late notice as set forth in Article 5.1.A.iii, as well as specify the benefit elected.

3. Limitation

The Board may, at its option and without establishing a practice or precedent, limit the number of eligible Members who are approved to participate in this program in any school year to not lower than 30% of those Members satisfying the forgoing eligibility requirements based on seniority in the District with ties in eligibility being determined by the date of hire. If hired on the same day, ties in eligibility shall be determined by total years of TRS service credit. If a tie in eligibility remains, it shall be determined by lot. In no event shall the number of Members so approved in any year be less than three. If the foregoing limit is imposed by the Board for any school year, and the number of eligible Members who submit the required notice exceeds the limit, the notices of those Members not approved because of said limit shall be considered for participation in the program during the next window period, unless rescinded by the Member. Imposition of such limit shall be non-reviewable.

4. Revocation of Notice of Intent to Retire

The Member's notice of intent to retire shall be deemed to constitute an irrevocable resignation on the date specified in the notice, once the notice is approved by the Board. However, the Member may request to withdraw their notice of intent for the following reasons:

- a. death, diagnosis of terminal illness, or total disability of the Member or their spouse;
or
b. loss of an employment offer which was to be effective during retirement; or

- c. serious illness of a medically and financially dependent child or parent; or
- d. divorce; or
- e. other reasons as determined solely by the Board provided said reasons shall not be precedential with respect to granting or denying other requested changes in retirement.

In any of the above events, the Member will tender a written request for the withdrawal of their notice of intent to retire. As a condition of the Board's consideration of the request, the Member will authorize in writing a wage deduction or enter into an alternate agreement negotiated with the assistance of the Association that will repay the Board any retirement incentives paid to date. Repayment by wage deduction shall be completed within 180 calendar days of the Board's approval of the withdrawal. The Board may accept the request to withdraw the notice of intent to retire in its discretion.

5. Benefit

An eligible Member whose notice of intent to retire under this program is approved shall receive the following benefit, as specified in the Member's notice of intent to retire, and as approved by the Board:

The Member shall receive a six percent (6%) increase over their total TRS creditable earnings for each year of Board employment prior to their approved retirement date, up to a cumulative maximum of four (4) years. This increase in creditable earnings will be based on the Member's individual compensation circumstances and shall be based on all TRS creditable earnings for that Member, such as scheduled salary, stipends, and professional development compensation. The Member moves off all salary and extra duty pay schedules.

No Member participating in this program shall, for any reason, receive any additional compensation or stipend beyond the amount set forth above, notwithstanding any contract, collective bargaining agreement, policy, practice or procedure, or any portion thereof to the contrary. All extra duties and assignments or the equivalent duty(s) or assignment(s) performed by the Member in the year their notice is approved will continue to be performed until the Member's effective date of retirement. A Member may voluntarily resign from an extra duty or assignment or be removed from an extra duty or assignment by the Board for cause, with a reduction in the amount of their benefit equal to the amount of the then-current compensation for said extra duty or assignment unless they agree to perform an equivalent extra duty or assignment.

A retiring Member will not be precluded from receiving the retirement incentive in its entirety when the provisions of law require a payment to be made as the result of the District requiring a Member to substitute for another Member or perform any other duties in addition to their regular assignment.

In order for a Member to receive the foregoing benefit, the Member shall submit their written notice of intent to retire to the Board prior to the first year the Member is requesting the payment of this retirement incentive.

The Member's written notice of intent to retire shall identify the applicable retirement incentive requested by the Member. The notice shall also identify the date on which the Member intends to retire, effective at the end of the school term consistent with the retirement incentive requested by the Member. It is understood and agreed that such notice of intent to retire shall be contingent upon the Board's approval of the notice.

6. Post Retirement Unused Sick Day Payout

In addition to the applicable retirement incentives set forth in sub-section 5, a Member will be reimbursed for each unused sick day at the substitute rate of pay up to a maximum of thirty-five percent (35%) of said unused days by August 1 following the school year wherein the Member's retirement is effective. Provided, however, that the maximum payment that a Member may receive under this provision shall be \$7,500.00. Days used in computing retirement benefits, or which are available due to the retrieval and use of unused sick days for additional TRS service credit, shall not be reimbursed.

The sick leave reimbursement provided above is not intended by the Association or the Board to result in additional creditable earnings for the retiring Member. The Member must make their election in writing to the Superintendent on or before the last day of employment with the District.

7. Terms and Conditions of the CBA

A Member whose notice of intent to retire is reviewed and approved by the Board shall retire under the terms and conditions of the collective bargaining agreement in effect when the Board approved the request, irrespective of any change in the retirement provisions of the collective bargaining agreement in effect on the date of retirement.

8. Changes

It is the understandings and agreement of the parties that nothing in this section authorizes or requires the Board or Association to ensure, insure, guarantee, establish, represent, or predict that the incentives provided for herein shall be defined as "creditable earnings", or any particular level of benefits to be received by any Member from TRS or the State of Illinois.

Neither the Board nor the Association warrant to individual Members that such payments made as an incentive to retire will be considered to be creditable salary for TRS purposes. However, nothing herein relieves the Board of its obligation to correctly report and remit contributions to TRS.

The benefit set forth in this section shall be the sole early retirement benefit paid by the Board. By accepting this benefit, a Member expressly waives any and all rights to participate in any early retirement incentive, benefit, or incentive otherwise available (or which may become available) including, but not limited to, ERO, or any other early retirement benefits subsequently made available by the Board or applicable law. Members accepting this benefit, in further consideration of same, agree that should they avail themselves of any other early retirement initiative, incentive or benefit, they shall immediately become obligated to repay to the Board an amount equal to any payments made pursuant to this section on their behalf, not as a penalty, but solely as liquidated damages for breach of this section.

In the event that there are further amendments to the Illinois Pension Code or TRS Rules enacted following the parties' agreement to this section, either the Association or the Board may request to bargain regarding the changes.

U. DISCIPLINARY ACTIONS

The president of the Association will be notified in writing by the superintendent when disciplinary action is taken by the superintendent involving a Member, so that the Association may confer with the Member within forty-eight (48) hours relative to the disciplinary action. Disciplinary actions may include:

1. Dismissal by Board.
2. Suspensions by superintendent or Board.
3. Placement of letters in a Member's file.
4. Notification of a Member that disciplinary action is under consideration.

5. Notification of Board members of alleged incident that may require disciplinary action on part of the Board.

If the Board is contemplating any matter which is disciplinary in nature or which could adversely affect the continuation of a Member's position of employment, salary, or benefits, the Member will be notified within forty-eight (48) hours of the scheduled Board meeting at which the issue will be heard, and the Member may request an opportunity to address the Board in closed session regarding the incident leading to the disciplinary action. If the Member wishes to address the Board, he/she must submit a written request to do so addressed to the Superintendent within twenty-four (24) hours of the scheduled Board meeting.

6. ASSIGNMENTS AND TRANSFERS

A. BUILDING COORDINATOR

Building Coordinators may be assigned at the discretion of the building principal on a year-to-year basis. Any Member designated as a Building Coordinator may be assigned other regular duties by the building principal in addition to the Member's regular teaching duties. Building Coordinators shall be salaried at the rate printed in the Member Salary Schedule Notes. The Board will prepare a uniform description that outlines the job responsibilities of a Building Coordinator.

B. VOLUNTARY TRANSFERS

Any Member presently on tenure or eligible for tenure in the coming school term may apply by March 1 for transfer to another building, grade level, or subject area for which the Member is legally qualified. Such application will be implemented through the procedure listed in the vacancy clause. All requests for transfer will be considered before a vacancy is declared.

C. INVOLUNTARY TRANSFERS

Every effort shall be made to notify a Member as soon as possible or by the last day of the school term in the event of a change in teaching assignment in order to allow for proper planning and preparation. All requests for transfers will be considered before a vacancy is declared. In all cases of involuntary transfers, the best interests of the District will prevail.

D. VACANCIES

A list of all vacancies indicating certification requirements will be posted in each building and at the administration office. A copy of this list will be forwarded to the Association president as soon as the vacancy exists. All staff members wishing to apply for the vacancy may do so.

E. REDUCTION IN PERSONNEL

If the removal or dismissal results from the decision of the Board to decrease the number of teachers employed by the Board, or to discontinue some particular type of teaching service, written notice shall be given the Member by registered mail at least forty-five (45)

days before the end of the school term, together with a statement of honorable dismissal and the reason therefore in accordance with Section 24-12(b) of the School Code, as amended. In all such cases, the Board shall remove or dismiss teachers in accordance with Section 24-12(b) of the School Code, as amended. If the Board, within one (1) calendar year thereafter increases the number of teachers or reinstates the position so discontinued the positions thereby becoming available shall be tendered to the teachers so removed or dismissed in accordance with Section 24-12(b) of the School Code, as amended.

F. STUDENT SUPERVISION ASSIGNMENTS

Staff members will be consulted prior to assignment of student supervision responsibilities.

G. STAFF REDUCTION ADVISORY

Prior to any reduction in staff, the officers of the Association shall be notified and given thirty (30) days in which to present the Board advisory recommendations.

7. FORMAL MEMBER EVALUATION

A. PURPOSE

The purpose of a Member evaluation is twofold: to develop Member awareness of teaching methods in order to foster self-direction and/or self-improvement of a teacher's professional ability, and to use as an administrative measurement of a teacher's professional ability.

B. PROCEDURE

Evaluation will be made at least two times through the year for nontenure teachers or tenure teachers in a new assignment or building. Every effort will be made to complete the evaluations before March 1st, with a minimum of six calendar weeks and no greater than twelve calendar weeks between evaluations. Tenure teachers will be formally evaluated every two years. Evaluations will be based upon an evaluation plan which will follow the components for evaluation as outlined by the Illinois School Code and/or the Rules and Regulations of the Illinois State Board of Education.

C. CONSULTING TEACHER

If a Member qualifies and is selected as a consulting Member for a formal remediation plan, the Member shall receive compensation for consulting service based on fifteen dollars (\$15) per hour.

D. STATE PLAN

All components for evaluation as delineated by the Illinois School Code and/or the Rules and Regulations of the Illinois State Board of Education.

8. GRIEVANCE PROCEDURE

A. DEFINITION

A grievance is defined as a written claim that there has been a violation, misinterpretation, or misapplication of a specific provision of the Agreement. No grievance shall be processed or entertained unless it is submitted in writing within fifteen (15) days after the occurrence of the event giving rise to the grievance. The grievance shall state the remedy sought. Days shall not include weekends or legal holidays.

B. LEVEL 1

The grievant shall file his or her grievance in writing with the building principal, or designee, who shall confer with the grievant and appropriate persons in an attempt to resolve the grievance within five (5) days after receiving the grievance. A decision, in writing, shall be rendered to the grievant within five (5) days after the conference.

C. LEVEL 2

If a satisfactory agreement is not reached at Level 1, the grievant may appeal to the superintendent, or the superintendent's designee, in writing, within ten (10) school days after they have received the decision of the building principal, or the principal's designee. The superintendent, or the superintendent's designee, shall hold a conference within ten (10) school days after the filing of the appeal, and render a written decision within ten (10) school days after holding the said conference.

D. ARBITRATION

If the grievance is not settled in accordance with the foregoing procedure, the Association or Member may refer the grievance to arbitration within twenty (20) school days after receipt of the superintendent's answer in Level 2. The Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. The cost of arbitration shall be shared equally.

E. AUTHORITY OF ARBITRATOR

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from, the provisions of this Agreement and any applicable Board policy. The arbitrator shall consider and decide only the specific issues submitted to them in writing and shall have no authority to make any decision or recommendation on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the applicable laws and rules and regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever is later. The arbitrator's decision shall be based solely upon the arbitrator's interpretation of the meaning or application of the specific terms of this Agreement or Board policy involved to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the parties and shall be immediately implemented.

F. NON-WORK ACTIONS

Neither the Association nor any employee or group of employees covered by this contract shall engage in any strike, work stoppage, disruption of the educational process or other concerted refusal to work during the term of this Agreement. This section is applicable to Article 8. Grievance Procedure.

G. MISCELLANEOUS

1. Filing of Materials - All written records of the grievance and the decisions reached concerning it shall be filed in the office of the superintendent. They shall be held by the superintendent in strict confidence. This confidence must be respected as a protection of the individual employee and a respect for their right to privacy. Nothing related to a grievance shall be placed in the personnel file of the grievant or any participants in the grievance procedure.
2. No Reprisal Clause - No disciplinary action shall be taken because a Member has filed a grievance or participated in a grievance.
3. Class Grievance - In instances where grievances affect two or more teachers, the Association shall process the grievance as one grievance. Further, the Association shall have the right to initiate and process grievances at Level 2.

4. Association Participation - The Association shall have the right to have representatives present at all levels of the grievance procedure. However, any individual employee or group of employees may, at any time, present grievances to their employer and have them adjusted without the intervention of the bargaining representative as long as the adjustment is not inconsistent with the terms of the collective bargaining agreement then in effect, provided that the bargaining representative has been given an opportunity to be present.
5. In the event that a Member is required to testify at the arbitration hearing, he/she shall suffer no loss of pay.
6. In grievances where the Association is not a party, the disposition of the grievance shall not serve as precedent.
7. A grievance may be withdrawn at any level without establishing precedent and shall thereafter be treated as though no grievance has been filed in the first instance.

9. NEGOTIATIONS PROCEDURE

The following items have been established as ground rules:

1. Meetings shall be held as necessary at times and places agreed to by both parties. The date, time, place, and agenda of the next meeting shall be established before the adjournment of any meeting.
2. Conferring of negotiations power - both teams will be representative of their group, with direction emanating from their membership. Each team assumes the responsibility of reporting to its group.
3. The Association and Board have the right to negotiate items not presently in the agreement. Both parties will submit their entire package at an agreed upon date.
4. During negotiations, agreed upon material (tentative agreements) shall be written and signed by the spokesperson of each team prior to the adjournment of the meeting at which such agreement is reached. Signed copies shall be given to each negotiating team. The agreement or any phase of it shall be considered tentative until agreement is negotiated and ratified by both the Board and the Association.
5. Impasse procedures established by the IELRB shall be followed.
6. The Association and the Board agree to comply with the requirements necessitated by the IELRB.

10. AMENDMENT PROCESS AND SAVINGS CLAUSE

A. AMENDMENT PROCESS

The Board and the Association agree that this sole and complete agreement is intended to cover all matters affecting wages, hours, and other items and conditions of employment and that, during the term of this agreement neither the Board nor the Association will be required to negotiate or bargain on any further matters affecting these or any other subjects not specifically set forth in this Agreement, except by mutual consent of the parties hereto. If an adjustment to the Agreement is mutually agreed upon, such adjustment shall be submitted in writing to the Board and Association members for approval.

B. SAVINGS CLAUSE

Should any article, section, or clause of this Agreement be declared illegal by federal or state statute or by a court of competent jurisdiction, said Article, Section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

APPENDIX A-1

DISTRICT 125 MEMBER SALARY SCHEDULE – 2024-2025

STEP	BA	BA+24	BA+40	MA	MA+24	MA+40
A	47,765	49,331	51,057	51,768	52,689	54,300
B	49,765	51,331	53,057	53,768	54,689	56,300
C	50,483	52,076	53,832	54,555	55,492	57,131
D	51,111	52,727	54,509	55,243	56,194	57,857
E	51,748	53,388	55,197	55,941	56,906	58,594
F	52,732	54,409	56,259	57,020	58,007	59,732
G	53,293	54,971	56,820	57,581	58,568	60,294
H	53,868	55,546	57,344	58,031	59,142	60,869
I	54,786	56,496	58,332	59,156	60,139	61,925
J	55,720	57,466	59,337	60,180	61,206	63,004
K	56,795	58,580	60,493	61,356	62,405	64,243
L	57,424	59,209	61,122	61,985	63,034	64,872
M	57,942	59,858	61,770	62,633	63,682	65,519
N	58,607	60,522	62,434	63,297	64,347	66,182
O	59,270	61,186	63,111	63,961	65,010	66,848
P	59,963	61,879	63,791	64,655	65,703	67,542
Q	60,690	62,604	64,517	65,380	66,430	68,269
R	61,415	63,330	65,241	66,104	67,155	68,991
S	62,167	64,082	65,992	66,855	67,907	69,743
T	62,942	64,855	66,769	67,631	68,683	70,352
U	63,748	65,659	67,572	68,435	69,489	71,323
V	64,579	66,487	68,404	69,267	70,320	72,159
W	66,791	68,499	70,380	71,187	72,464	74,366

MEMBER SALARY SCHEDULE NOTES – APPENDIX A-1

1. A Member whose assignment and certification require a Master's degree shall receive \$2,000 in addition to the amount on the salary schedule.
2. A Member who obtains National Board for Professional Teaching Standards Certification shall receive \$2,000 in addition to the amount on the Salary Schedule.
3. The above-scheduled amounts include the Board's pickup of the Member contribution to TRS as provided in the Agreement.
4. A Member who is assigned a class in excess of the normal staff class load of their building shall receive an additional sum equal to 1/7 of the BA lane, Step A salary per class as salary. This class shall be assigned on a voluntary basis. Lunchroom/cafeteria supervision shall not be considered as an additional class for purposes of this Note, unless the supervision shall cause the Member to lose a planning period.
5. A Member assigned as a Building Coordinator shall receive an additional \$4,000 with a District provided job description.
6. A Member assigned as a mentoring teacher shall receive an additional \$1,000.
7. Salaries for part-time Members shall be pro-rated according to the Members' workday.
8. The Board or its designee may, in its discretion, give new Members experience credit for prior years in the district even if those years were part-time.
9. Members who were placed on longevity during the 2021-2024 Collective Bargaining Agreement will be returned to the salary schedule and will accordingly receive the regular schedule increases for the 2024-2025 school year of \$8,000, 2025-2026 at 4% and 2026-2027 at 4.5% .
10. Members no longer on the salary schedule shall receive a longevity payment added to their salary compensation. The amount of the longevity payment shall be \$4,250 for the 2024-25 school year.
11. Members no longer on the salary schedule shall receive \$1,500.00 for any lane change.

APPENDIX A-2

DISTRICT 125 MEMBER SALARY SCHEDULE – 2025-2026

STEP	BA	BA+24	BA+40	MA	MA+24	MA+40
A	49,197	50,811	52,589	53,321	54,270	55,929
B	49,675	51,304	53,099	53,839	54,797	56,472
C	51,755	53,384	55,179	55,919	56,877	58,552
D	52,502	54,159	55,985	56,737	57,712	59,416
E	53,155	54,836	56,690	57,453	58,442	60,171
F	53,818	55,524	57,405	58,179	59,183	60,938
G	54,841	56,586	58,509	59,301	60,327	62,122
H	55,425	57,170	59,093	59,884	60,911	62,705
I	56,023	57,768	59,638	60,353	61,507	63,304
J	56,977	58,756	60,665	61,523	62,544	64,402
K	57,949	59,765	61,711	62,588	63,655	65,524
L	59,067	60,923	62,913	63,810	64,901	66,812
M	59,721	61,577	63,567	64,464	65,555	67,467
N	60,260	62,252	64,241	65,138	66,229	68,140
O	60,952	62,943	64,931	65,829	66,921	68,830
P	61,641	63,634	65,635	66,519	67,610	69,522
Q	62,362	64,354	66,343	67,242	68,331	70,244
R	63,118	65,108	67,098	67,995	69,087	71,000
S	63,872	65,863	67,851	68,749	69,841	71,751
T	64,654	66,645	68,632	69,530	70,623	72,533
U	65,460	67,450	69,439	70,337	71,430	73,166
V	66,298	68,285	70,275	71,173	72,269	74,176
W	67,162	69,146	71,140	72,037	73,132	75,045
X	69,463	71,239	73,195	74,034	75,362	77,340

MEMBER SALARY SCHEDULE NOTES – APPENDIX A-2

1. A Member whose assignment and certification require a Master's degree shall receive \$2,000 in addition to the amount on the salary schedule.
2. A Member who obtains National Board for Professional Teaching Standards Certification shall receive \$2,000 in addition to the amount on the Salary Schedule.
3. The above-scheduled amounts include the Board's pickup of the Member contribution to TRS as provided in the Agreement.
4. A Member who is assigned a class in excess of the normal staff class load of their building shall receive an additional sum equal to 1/7 of the BA lane, Step A salary per class as salary. This class shall be assigned on a voluntary basis. Lunchroom/cafeteria supervision shall not be considered as an additional class for purposes of this Note, unless the supervision shall cause the Member to lose a planning period.
5. A Member assigned as a Building Coordinator shall receive an additional \$4,000 with a District provided job description.
6. A Member assigned as a mentoring teacher shall receive an additional \$1,000.
7. Salaries for part-time Members shall be pro-rated according to the Members' workday.
8. The Board or its designee may, in its discretion, give new Members experience credit for prior years in the district even if those years were part-time.
9. Members no longer on the salary schedule shall receive a longevity payment added to their salary compensation. The amount of the longevity payment shall be \$4,500 for the 2025-26 school year.
10. Members no longer on the salary schedule shall receive \$1,500.00 for any lane change.

APPENDIX A-3

DISTRICT 125 MEMBER SALARY SCHEDULE – 2026-2027

STEP	BA	BA+24	BA+40	MA	MA+24	MA+40
A	50,858	52,525	54,364	55,120	56,102	57,817
B	51,411	53,097	54,955	55,720	56,712	58,446
C	51,910	53,613	55,489	56,261	57,263	59,014
D	54,084	55,786	57,662	58,435	59,436	61,187
E	54,865	56,596	58,505	59,290	60,309	62,090
F	55,547	57,304	59,241	60,038	61,072	62,879
G	56,239	58,022	59,988	60,797	61,846	63,680
H	57,309	59,132	61,142	61,969	63,042	64,917
I	57,919	59,742	61,752	62,579	63,652	65,527
J	58,544	60,367	62,322	63,069	64,275	66,153
K	59,541	61,400	63,395	64,291	65,359	67,300
L	60,557	62,454	64,488	65,404	66,519	68,473
M	61,725	63,664	65,744	66,682	67,822	69,819
N	62,408	64,348	66,427	67,365	68,505	70,503
O	62,971	65,053	67,131	68,069	69,209	71,207
P	63,695	65,775	67,853	68,791	69,932	71,927
Q	64,415	66,497	68,589	69,513	70,653	72,650
R	65,168	67,250	69,328	70,267	71,406	73,405
S	65,958	68,038	70,117	71,055	72,196	74,195
T	66,746	68,827	70,904	71,842	72,984	74,980
U	67,563	69,644	71,721	72,658	73,801	75,797
V	68,405	70,485	72,564	73,502	74,645	76,459
W	69,282	71,358	73,438	74,375	75,521	77,514
X	70,184	72,258	74,341	75,279	76,423	78,422
Y	72,588	74,445	76,489	77,366	78,753	80,821

MEMBER SALARY SCHEDULE NOTES – APPENDIX A-3

1. A Member whose assignment and certification require a Master's degree shall receive \$2,000 in addition to the amount on the salary schedule.
2. A Member who obtains National Board for Professional Teaching Standards Certification shall receive \$2,000 in addition to the amount on the Salary Schedule.
3. The above-scheduled amounts include the Board's pickup of the Member contribution to TRS as provided in the Agreement.
4. A Member who is assigned a class in excess of the normal staff class load of their building shall receive an additional sum equal to 1/7 of the BA lane, Step A salary per class as salary. This class shall be assigned on a voluntary basis. Lunchroom/cafeteria supervision shall not be considered as an additional class for purposes of this Note, unless the supervision shall cause the Member to lose a planning period.
5. A Member assigned as a Building Coordinator shall receive an additional \$4,000 with a District provided job description.
6. A Member assigned as a mentoring teacher shall receive an additional \$1,000.
7. Salaries for part-time Members shall be pro-rated according to the Members' workday.
8. The Board or its designee may, in its discretion, give new Members experience credit for prior years in the district even if those years were part-time.
9. Members no longer on the salary schedule shall receive a longevity payment added to their salary compensation. The amount of the longevity payment shall be \$4,500 for the 2026-27 school year.
10. Members no longer on the salary schedule shall receive \$1,500.00 for any lane change.

APPENDIX B

EXTENDED DAY SALARY

The per hourly rate for approved after-school extended day activities shall be thirty-five dollars (\$35.00) per hour for the 2024-25 school year, thirty-seven and 50/100 dollars (\$37.50) for the 2025-26 school year, and forty dollars (\$40.00) for the 2026-27 school year.

APPENDIX C
DISTRICT 125
GRIEVANCE FORM

DIRECTIONS: This form is to be completed before proceeding to all steps outlined in the Grievance Procedure.

_____	_____	_____
Name	Building	Date

NATURE OF GRIEVANCE: (Be specific and include the date or dates of the actual grievance and the contract violations.)

REMEDY SOUGHT:

Submitted on _____

Signature

APPENDIX D
DISTRICT 125
APPLICATION FOR SABBATICAL LEAVE

Date _____

Name_____

Building_____

Years of consecutive service in District 125_____

Request for sabbatical leave_____

(Dates inclusive)

Please include your detailed plan for study and/or travel below:

Approved _____
Principal's Signature Date

Not Approved

Approved _____
Superintendent's Signature Date

Not Approved

Review Committee Rec. Approved
Not Approved_____
Date Date

Board Action Approved
Not Approved_____
Date Date

State of obligation:

I,_____, agree to adhere to and abide by the written statement of sabbatical policy should my application be accepted.

APPENDIX E

DISTRICT 125

TEACHER EVALUATION FORM

Teacher_____

School_____

Date_____

Grade/Position_____

(TO BE DEVELOPED PER STATE REQUIREMENTS)

This teacher evaluation form is included as an Appendix for the convenience and information of the teachers, administrators, and Board members and is not subject to the grievance and arbitration procedures of the Agreement.

APPENDIX F
OFFICIAL SCHOOL CALENDAR

(THE OFFICIAL SCHOOL CALENDAR WILL BE FORWARDED TO ALL TEACHERS
UPON ITS APPROVAL BY THE BOARD OF EDUCATION AND STATE OF ILLINOIS)

This official school calendar is included as an Appendix for the convenience and information of the teachers, administrators, and Board members and is not subject to the grievance and arbitration procedures of the Agreement.

APPENDIX F-1

Prior to the beginning of each school year, each Member will receive a statement of salary and benefits. This statement shall be as follows:

EMPLOYEE NAME: SS#:
BUILDING ASSIGNMENT CODE:
DATE OF BIRTH: TEACHING ASSIGNMENT:
SENIORITY DATE: CERTIFICATE #1 & #2:
YEARS IN DISTRICT: CERTIFICATE #3 & #4:
CERTIFICATE OF ASSIGNMENTS: MARITAL/FEDERAL TAX:
OTHER CERTIFICATE: CITIZEN:
INSURANCE STATUS: CERTIFIED:
SICK LEAVE: PAY PERIODS:
_____ SALARY: UNION:
ADDRESS: CREDIT UNION DEDUCTION:
CITY/STATE:
MEMBER UNION DEDUCTION:
ZIP CODE: EDUCATION:
PHONE: STEP/LANE:
SPOUSE: ANNUITY DEDUCTION:

This Employee information form is included as an Appendix for the convenience and information of the teachers, administrators, and Board members and is not subject to the grievance and arbitration procedures of the Agreement.

APPENDIX G

DISTRICT 125
COOK COUNTY, ILLINOIS

TEACHER'S CONTRACT

IT IS HEREBY AGREED BY AND BETWEEN THE BOARD OF EDUCATION OF
DISTRICT 125, COUNTY OF COOK, STATE OF ILLINOIS, AND

_____, A LEGALLY QUALIFIED TEACHER, THAT THE SAID
TEACHER SHALL TEACH IN THE SAID SCHOOL DISTRICT FOR THE SCHOOL YEAR_
_____ FOR THE ANNUAL SALARY OF \$_____.

IT IS FURTHER AGREED THAT THIS CONTRACT IS SUBJECT TO THE PROVISIONS
OF THE SCHOOL CODE OF ILLINOIS, THE CONTRACTUAL AGREEMENT WITH THE
DISTRICT 125 EDUCATION ASSOCIATION, AND THE POLICIES OF THE DISTRICT 125
BOARD.

IN WITNESS THEREOF, THE BOARD HAS CAUSED THIS CONTRACT TO BE
EXECUTED ON ITS BEHALF BY ITS PRESIDENT AND ATTESTED BY ITS
SECRETARY, AND THE TEACHER HAS EXECUTED THIS CONTRACT THIS

_____ DAY OF _____, 20__.

BOARD OF EDUCATION OF DISTRICT
125, COOK COUNTY, ILLINOIS

BY: _____
PRESIDENT

TEACHER

ATTEST: _____
SECRETARY

This teacher's contract is included as an Appendix for the convenience and information of the
teachers, administrators, and Board members and is not subject to the grievance and arbitration
procedures of the Agreement.

APPENDIX H-1

DISTRICT 125

2024-2025

PAY PERIODS AND SALARY DISTRIBUTION DATES

TO BE ADOPTED AS PER TEACHER CONTRACT

This schedule of pay periods is included as an Appendix for the convenience and information of the teachers, administrators, and Board members and is not subject to the grievance and arbitration procedures of the Agreement.

APPENDIX H-2

DISTRICT 125

2025-2026

PAY PERIODS AND SALARY DISTRIBUTION DATES

TO BE ADOPTED AS PER TEACHER CONTRACT

This schedule of pay periods is included as an Appendix for the convenience and information of the teachers, administrators, and Board members and is not subject to the grievance and arbitration procedures of the Agreement.

APPENDIX H-3

DISTRICT 125

2026-2027

PAY PERIODS AND SALARY DISTRIBUTION DATES

TO BE ADOPTED AS PER TEACHER CONTRACT

This schedule of pay periods is included as an Appendix for the convenience and information of the teachers, administrators, and Board members and is not subject to the grievance and arbitration procedures of the Agreement.

APPENDIX H-4

DISTRICT 125

2024-2025 STIPENDS

Stipend Position	Stipend Amount
Athletic Director	\$1,271.00
Band	\$976.00
Boys & Girls Vball Coach	\$1,823.00
Boys & Girls 6/7 Bball Coach	\$3,039.00
Boys & Girls 8 Basketball Coach	\$3,039.00
Boys 6-8 Track	\$1,823.00
Girls 6-8 Track	\$1,823.00
Cheerleading	\$3,038.00
Declamation	\$952.00
Drama	\$1,278.00
East Garden	\$500.00
Environmental Club	\$905.00
Extra Class	1/7 of Step A/Lane 1
HA Building Coordinator	\$4,000.00
LM Building Coordinator	\$4,000.00
ML Building Coordinator	\$4,000.00
Math Contest	\$1,049.00
Mentor	\$1,000.00
NEHS	\$300.00
NJHS	\$673.00
Scholastic Bowl	\$1,278.00
Student Advisory Board	\$600.00
Student Council	\$1,251.00
Technology Assistants	\$500.00
D.O. Website	\$500.00
Yearbook	\$1,939.00

11. EXECUTION OF AGREEMENT

This Agreement shall become effective July 1, 2024 upon approval by the Board and the Association and shall continue in effect through June 30, 2027. This Agreement shall be renewed automatically from year to year thereafter unless either party so notifies the other in writing no later than April 1, 2027 or April 1 of any year thereafter that it desires to change, modify, or amend this Agreement. In the event of such notice to modify, change, or amend this Agreement, negotiations shall begin no later than 30 days thereafter, or on such date as the parties may agree.

IN WITNESS WHEREOF, the parties have executed this agreement by their duly authorized representatives.

DATED this _____ day of _____,
2024.

For the Board of Education
Atwood Heights School District 125

Christine Lantz, President

For the District 125 Education Association

Cheryl Kuropas, President

MINUTES of a regular public meeting of the Board of Education of Atwood Heights SD 125, held at Hamlin Upper Grade Center, 12150 S. Hamlin Ave, Alsip, Illinois, in said School District at 6:30 o'clock P.M., on the 27th day of August, 2024.

* * *

The meeting was called to order by the President, and upon the roll being called, _____, the President, and the following members were physically present at said location:

The following members were allowed by a majority of the members of the Board of Education in accordance with and to the extent allowed by rules adopted by the Board of Education to attend the meeting by video or audio conference:

No member was not permitted to attend the meeting by video or audio conference.

The following members were absent and did not participate in the meeting in any manner or to any extent whatsoever:

The President announced that the District would next consider the adoption of a resolution ratifying an amendment to the Eisenhower Cooperative Articles of Agreement.

Whereupon Member _____ presented and the Secretary read by title a resolution as follows, a copy of which was provided to each member of the Board of Education prior to said meeting and to everyone in attendance at said meeting who requested a copy:

RESOLUTION ratifying an amendment to the Eisenhower
Cooperative Articles of Agreement.

* * *

WHEREAS, to provide for needed special education programs, services and facilities, pursuant to and in accordance with Section 10-22.31 of the School Code, the Eisenhower Cooperative (the "*Cooperative*") was organized, and now operates, under articles of agreement, amended and restated as of January 30, 2018 (the "*Agreement*"), by and among the member districts listed in Article I, Section 4, of the Agreement (the "*Member Districts*"); and

WHEREAS, the Executive Board of the Cooperative (the "*Cooperative Board*") has considered the needs of the Cooperative and the school districts that are members of the Cooperative and, in so doing, the Cooperative Board has deemed it advisable, necessary, and for the best interests of the Cooperative and its member school districts to improve the site of and build and equip an addition to Spaulding School, located in Midlothian School District No. 143, for Cooperative services and programs (the "*Project*"); and

WHEREAS, the Agreement allows for the amendment of the Agreement by a resolution approving the proposed amendment adopted by a two-thirds (2/3) vote of the entire membership of the Cooperative Board, followed by ratification by two-thirds (2/3) of the boards of education of the Member Districts; and

WHEREAS, in order to facilitate the financing of the Project, the Cooperative Board has determined that it is necessary and desirable to amend the Agreement (the "*Amendment*"); and

WHEREAS, on the 21st day of May, 2024, the Cooperative Board approved the Amendment, substantially in the form attached to this resolution as *Exhibit A*, by not less than a two-thirds (2/3) vote of the entire membership of the Cooperative Board; and

WHEREAS, the Board of Education (the "*School Board*") of [Name of School District] (the "*District*") has determined that it is advisable, necessary and in the best interests of the District to ratify the Amendment as approved by the Cooperative Board:

NOW, THEREFORE, Be It and It Is Hereby Resolved by the Board of Education of [Name of School District], as follows:

Section 1. Incorporation of Preambles. The Board of Education of the District (the "*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. Ratification of Amendment. The Board hereby ratifies the Amendment.

Section 3. Filing of Resolution. Forthwith upon the passage of this Resolution, the Secretary of the School Board is hereby directed to file a certified copy of this Resolution with the Executive Director of the Cooperative.

Section 4. Severability. If any section, paragraph or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this Resolution.

Section 5. Repeal. All resolutions or parts thereof in conflict herewith be and the same are hereby repealed and this Resolution shall be in full force and effect forthwith upon its adoption.

Adopted _____, 2024.

President, Board of Education

Secretary, Board of Education

EXHIBIT A

Add the following paragraphs to Article IV, Section 2(C):

Subject to prior action of the Executive Board authorizing the same (the "Project Certificate Resolution"), the Eisenhower Cooperative may issue debt certificates in an amount not to exceed \$13,510,000 (the "Project Certificates") for the purpose of improving the site of and building and equipping an addition to Spaulding School, located in Midlothian School District No. 143, for Eisenhower Cooperative services and programs (the "Project"). Subject to prior action of the Executive Board authorizing the same, the Eisenhower Cooperative may also issue debt certificates to refund or continue to refund the Project Certificates (the "Refunding Certificates" and, together with the Project Certificates, the "Certificates"). Notwithstanding any other provision of this Joint Agreement, each member district shall be obligated to pay a portion of the Certificates based upon the following provisions.

Prior to the issuance of the Project Certificates, any member district may make one or more payments to Eisenhower Cooperative (collectively, a "Prepayment") for its share of cost of the Project. The Prepayment for each member district shall be determined by multiplying the total cost of the Project by a percentage equal to that member district's Weighted Average divided by the Total Weighted Average. For each member district, "Weighted Average" means, based on data from fiscal years ended June 30, 2019, 2020, 2021, 2022 and 2023, the weighted average of such member district's student usage of Eisenhower Cooperative services and programs based on the following factors: Fall housing, DLP enrollment, and Itinerant minutes per week. "Total Weighted Average" means, based on data from fiscal years ended June 30, 2019, 2020, 2021, 2022 and 2023, the weighted average of the total student usage of Eisenhower Cooperative services and programs based on the following factors: Fall housing, DLP enrollment, and Itinerant minutes per week. The weighting factors for calculation of the Weighted Average and Total Weighted Average shall be as follows: Fall housing (5%), DLP enrollment (70%), Itinerant minutes per week (25%).

The Eisenhower Cooperative shall give notice to each member district of its share of the cost of the Project by May 1, 2024. The commitment by a member district to make a Prepayment must be received by the Eisenhower Cooperative by September 1, 2024. Each Prepayment (or portion thereof) must be received by the Eisenhower Cooperative by the date or dates set by the Executive Board and communicated to each member district that committed to make a Prepayment. If the Project Certificates are not issued, each Prepayment shall be promptly refunded to the member district which made that Prepayment.

Payment dates for the Certificates shall be April 1 and October 1. Notwithstanding any other provision of this Joint Agreement, annual debt service on the Certificates shall be allocated to, and paid by, each member district (other than any member that makes a Prepayment). The amount of such annual debt service allocated to, and paid by, each such member district shall be determined by multiplying total annual debt service on the Certificates by a percentage equal to that member district's Weighted Average divided by Net Weighted Average (the "Debt Service Allocation Formula"). "Net Weighted Average" means Total Weighted Average reduced by the Weighted Average of each member district that made a Prepayment.

The Eisenhower Cooperative shall use its best efforts to enforce and collect the payment obligations of member districts set forth in this Section. If, on February 1 or August 1 of each year, any such payment obligation of a member district remains outstanding and uncollected after 45 days, then the other member districts (including any member district that made a Prepayment) shall be liable for such payment obligation as described in this subparagraph. First, the Eisenhower Cooperative shall bill each other member district a pro-rated amount of the defaulting member district's payment obligation based the "Administrative Fee Billing" provisions of this Joint Agreement, as described in Article IV, Section 2.A. If, notwithstanding the additional billing described in the preceding sentence, the amount of the defaulting member district's payment obligation remains outstanding and uncollected as of the next succeeding March 1 or September 1, then the other member districts shall be jointly and severally liable for the defaulting member district's payment obligation. The defaulting member district shall remain liable to the Eisenhower Cooperative and the other member districts for all payments made by other member districts on behalf of the defaulting member district pursuant to this subparagraph, plus interest at the rate of 9.0% per annum. Upon receipt of any payment from the defaulting member district after the receipt of payments by other member districts on behalf of the defaulting member district pursuant to this subparagraph, the Eisenhower Cooperative shall distribute such payment to the other member districts, on a pro-rata basis, based on the amount each other member district paid the Eisenhower Cooperative on behalf of the defaulting member district.

For any member district which is designated as an Annual Appropriation District in the Project Certificate Resolution, the payment obligation set forth in this Section is subject to annual appropriation. If, in any year, an Annual Appropriation District fails to appropriate for the payment obligation set forth in this Section and fails to satisfy such payment obligation, such Annual Appropriation District may not utilize any Eisenhower Cooperative programs or services for that year and all other member districts (including any member district that made a Prepayment) shall be liable for such Annual Appropriation District's payment obligation for that year as described in the next sentence. The Eisenhower Cooperative shall bill each other member district a pro-rated amount of such Annual Appropriation District's payment obligation based the "Administrative Fee Billing" provisions of this Joint Agreement, as described in Article IV, Section 2.A. For each member district (other than any member that makes a Prepayment), the payment obligation set forth in this Section shall be evidenced by a reasonable allocation of the principal of the Project Certificates (each, a "Debt Allocation"). As used herein, "Annual Appropriation District" means a member district (other than any member that makes a Prepayment) that, at the time the Project Certificates are issued, has insufficient debt limit capacity for its Debt Allocation.

In the event that a new school district becomes a member of the Eisenhower Cooperative after the issuance of the Certificates, the Executive Board may assess a fee to be paid by such new member district for a portion of the Certificates as a condition of membership in the Eisenhower Cooperative. The amount of such fee, and when it must be paid, shall be determined by the Executive Board. The obligation of the member districts as set forth above shall remain in full force and effect and shall not be affected in any way by the addition of any new member district and/or any fee assessed to such new member district as allowed by this subparagraph.

Revise Article V, Section 5 as follows:

Notwithstanding the annual appropriation provisions of Article IV, Section 2(C), a member district which withdraws or is removed from the Cooperative shall continue to be liable to pay its annual share of the principal and interest or other debt service on any outstanding indebtedness incurred while that district was a member by the Cooperative, or by a member district or districts on the Cooperative's behalf, to finance acquisition of real property or an interest therein and/or capital improvements; provided, however, that such continuing liability shall not apply to a member district which delivers written notice of its intent to withdraw from the Cooperative to the Executive Board prior the taking of any action by the Cooperative or by a member district or districts acting on its behalf to incur such indebtedness. For purposes of this section and notwithstanding the annual appropriation provisions of Article IV, Section 2(C), the annual share of a district which withdraws or is removed from the Cooperative and is subject to continuing liability shall be equal to 150% of the highest annual amount billed to such district for debt service pursuant to Article IV, Section 2.C. above, in the years preceding the district's withdrawal or removal from the Cooperative. Such annual share shall be payable on the schedule described in Article IV, Sections 2.A. and 2.B. above or as modified by the Executive Board pursuant to Article IV, Section 2.C.

Revise first paragraph of Article VI, Section 2. as follows:

The Executive Board may, following the procedures next set forth and subject to requirements of the Illinois School Code then applicable, remove a Member District which unreasonably refuses to provide facilities for the use of the Cooperative, fails to utilize any Cooperative programs or services for more than one year, fails to make payments as and when required, or breaches any other provision of these Articles of Joint Agreement or the Cooperative bylaws.

Member _____ moved and Member _____
seconded the motion that said resolution as presented and read by title be adopted.

After a full discussion thereof, the President directed that the roll be called for a vote
upon the motion to adopt said resolution.

Upon the roll being called, the following members voted AYE:

The following members voted NAY:

Whereupon the President declared the motion carried and said resolution adopted,
approved and signed the same in open meeting and directed the Secretary to record the same in
the records of the Board of Education of [Name of School District], which was done.

Other business not pertinent to the adoption of said resolution was duly transacted at the
meeting.

Upon motion duly made, seconded and carried, the meeting was adjourned.

Secretary, Board of Education

STATE OF ILLINOIS)
) SS
COUNTY OF COOK)

CERTIFICATION OF MINUTES AND RESOLUTION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of [Name of School District] (the “*Board*”), and as such official I am the keeper of the records and files of the Board.

I do further certify that the foregoing constitutes a full, true and complete transcript of the minutes of the meeting of the Board held on the ____ day of _____, 2024, insofar as same relates to the adoption of a resolution entitled:

RESOLUTION ratifying an amendment to the Eisenhower
Cooperative Articles of Agreement.

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

I do further certify that the deliberations of the Board on the adoption of said resolution were conducted openly, that the vote on the adoption of said resolution was taken openly, that said meeting was called and held at a specified time and place convenient to the public, that notice of said meeting was duly given to all of the news media requesting such notice, that an agenda for said meeting was posted at the location where said meeting was held and at the principal office of the Board at least 48 hours in advance of the holding of said meeting, that at least one copy of said agenda was continuously available for public review during the entire 48hour period preceding said meeting, that a true, correct and complete copy of said agenda as so posted is attached hereto as *Exhibit A*, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and with the provisions of the School Code of the State of Illinois, as amended, and that the Board has complied with all of the provisions of said Act and said Code and with all of the procedural rules of the Board.

IN WITNESS WHEREOF, I hereunto affix my official signature, this ____ day of _____, 2024.

Secretary, Board of Education

Eisenhower Cooperative

DLP-Spaulling Building Addition Summary

Building Space Consideration:

- Current Rentals
 - DHH: 7 classrooms (D130 and D218)
 - DLP: 30 classrooms (D143)
 - Itinerant Office: 1 office (D127)
- FY19-Present
 - Cooperative sends out annual cooperative participation forms (includes request for classroom rental space)
- November 2019
 - Finance committee reviewed space options
 - Considered renovation of cooperative administrative office into classrooms (would only give 4-5 spaces and would have to relocate all of admin to another location)
- November 2021
 - Finance committee discussed space concerns with no options
- November 2022
 - Finance committee discussed building space with no options
- February 2023
 - Finance committee discussed building space concerns
 - Looked at McGugan School (D123)-would need major renovations and district was only willing to rent part of the building
 - Looked at Worth Park District-they had 2 spaces that we could rent, but would have to move our stuff out each day
 - Discussed purchase of Chateau Bu-Sche (possible collaboration with D218)
- April 2023
 - D143 discussed possible use of Spaulling land to build addition for DLP

Project Highlights:

- 24,000 Square Feet
- 12 classrooms (includes sensory room and therapy space)
- Multi Purpose Room (storm shelter)
- Main Office Suite (includes conference area, offices, work room)
- Collaboration Areas
- Storage Rooms
- Office Space for Related Service Providers
- Bus Lanes
- Accessible Toileting Areas
- Additional Parking
- Playground/Courtyard Area

Project Timelines:

- October 24, 2023
 - Board discussed IGA with 143 for Cooperative use of land
 - Board approved preliminary proposal cost estimate for DLP Spaulding Addition (\$13,510,000)
 - Board approved architectural agreement with Tria Architecture
- November 28, 2023
 - Board reviewed building debt allocation models proposed by Finance Committee
- January 30, 2024
 - Board approved funding structure for DLP Spaulding Addition Project (5% Fall Housing, 25% Itinerant, 70% DLP Enrollment)
 - Board approved IGA with Midlothian 143 for construction of DLP Spaulding Addition
- February 27, 2024
 - PMA reviewed estimated debt service and allocation method for building project
- May 7, 2024
 - Board reviewed amendments to joint articles of agreement
- May 21, 2024
 - Board approved the amendments to the joint articles of agreement
 - Board approved the underwriter/placement agent recommendation for cooperative's debt certificates
- September 1, 2024
 - District decision deadline regarding pre-payment
- December 5, 2024
 - Project out to bid
- May 1, 2025
 - Start of construction
- July 1, 2026
 - Substantial completion of project

Total Share of Debt per District over 15 Years

5% Fall Housing; 25% Itinerant (OT, PT, HI, VI, OM) Usage; 70% DLP Enrollment

Using 5-Yr Averages

15-YR Maturity - \$20,295,742 P+I				
District	Fall Housing	Itinerant	DLP Enrollment	Total
<i>Non-Member</i>	\$ -	\$ 38,615.58	\$ -	\$ 38,615.58
125	\$ 32,369.75	\$ 121,159.29	\$ 582,305.58	\$ 735,834.63
126	\$ 84,285.33	\$ 543,659.60	\$ 2,017,272.91	\$ 2,645,217.84
127	\$ 57,493.98	\$ 400,510.33	\$ 1,297,170.97	\$ 1,755,175.28
127.5	\$ 77,777.18	\$ 673,194.21	\$ 1,668,218.72	\$ 2,419,190.11
130	\$ 175,324.59	\$ 1,058,318.07	\$ 1,285,650.53	\$ 2,519,293.20
132	\$ 53,550.62	\$ 224,551.66	\$ 1,927,503.29	\$ 2,205,605.58
143	\$ 91,039.27	\$ 701,812.20	\$ 2,825,049.85	\$ 3,617,901.31
143.5	\$ 71,226.28	\$ 440,479.08	\$ 1,453,818.95	\$ 1,965,524.31
218	\$ 289,575.19	\$ 460,910.98	\$ -	\$ 750,486.17
Total	\$ 932,642.20	\$ 4,663,211.00	\$ 13,056,990.80	<u>\$ 18,652,844.00</u>

Summary	
District	Share of Debt
<i>Non-Member</i>	0.21%
125	3.94%
126	14.18%
127	9.41%
127.5	12.97%
130	13.51%
132	11.82%
143	19.40%
143.5	10.54%
218	4.02%
Total	100%

**Eisenhower Cooperative
Distribution by Member District**

Member District		Distribution %	Issued in 2024: \$13,510,000 Project (1)(2)		
District Number	Name	% of Total	Up front Payment	Average Annual Payment	Total Debt Paid over 15 Years
Non-Member	--	0.21%	\$ 27,969	\$ 2,574	\$ 38,616
125	Atwood Heights	3.94%	532,955	49,056	735,835
126	Alsip	14.18%	1,915,895	176,348	2,645,218
127	Worth	9.41%	1,271,249	117,012	1,755,175
127.5	Chicago Ridge	12.97%	1,752,186	161,279	2,419,190
130	Blue Island	13.51%	1,824,690	167,953	2,519,293
132	Calumet	11.82%	1,597,490	147,040	2,205,606
143	Midlothian	19.40%	2,620,396	241,193	3,617,901
143.5	Posen-Robbins	10.54%	1,423,602	131,035	1,965,524
218	Oak Lawn	4.02%	543,567	50,032	750,486
Total		100.00%	\$ 13,510,000	\$ 1,243,523	\$ 18,652,844

(1) Rates based upon market conditions as of February 7, 2024 and recent bond sales which PMA believes to be accurate and reliable plus 0.50%. Estimated TIC = 4.21%.

(2) The analysis assumes level annual payments for 15 years and a credit rating of Aa3/AA-.

As of February 7, 2024

Prepared by PMA Securities, LLC 02/07/24 Eisenhower Coop Scenarios JLC 02/08/24



To: Mrs. Lisa Cole, Superintendent
From: Laura Gray, Principal
RE: 5th Grade Teacher
Date: 07/15/24

We have filled the vacancy for our 5th grade teaching position for the 2024-2025 school year. I would like to recommend Mrs. Megan Sheridan for this position. Mrs. Sheridan graduated from Governors State University with a Bachelor of Arts in Communication. Mrs. Sheridan will hold a provisional educator license in elementary education, and is in the process of completing her Master's Degree in Elementary Education from Concordia University Chicago. Mrs. Sheridan had the opportunity to substitute teach and work on observation hours at Meadow Lane during the 2023-2024 school year. During this time, Mrs. Sheridan demonstrated her ability to work hard and care for students. She was flexibility, independent, and showed her love for teaching. We would recommend Ms. Sheridan's salary schedule position be Bachelor's +24 step A until her Master's Degree is completed in December 2024. I am confident Mrs. Sheridan will be a valued member of the 5th grade team at Meadow Lane.

Sincerely,

Laura Gray
Principal
Meadow Lane School

Megan Sheridan

LICENSURE:

- **Illinois Professional Educator License (PEL), Expected January 2024**

ENDORSEMENTS:

- **Elementary Education (Grades 1 – 6)**

EDUCATION:

MAT in Elementary Education, Expected December 2024
Concordia University Chicago – River Forest, IL

Bachelor of Arts, December 2010
Governors State University- University Park, IL

FIELD EXPERIENCE:

- **Fernway School- Fall 2022 -June 2023**
- **Meadow Lane School-Fall 2023-present**
- **Lawn Manor School- Spring 2024**

OTHER EXPERIENCE:

Meadow Lane School- Fall 2023- present

- Substitute teacher.
- Fulfill short-term substitute assignments across all subject areas, effectively teaching students of varied academic/age levels (grades 3-5)
- Instruct classroom students, communicate with teachers, administrators, and parents; and build a positive rapport with students.

Autism Behavior and Childhood Services March 2020-July 2021

- Behavior Interventionist
- Provide direct client care in 1:1 settings and group settings utilizing a combination of intensive teaching and natural environment training arrangements.
- Collect, record, and summarize data on observable client behavior.
- Assist with parent and caregiver training in line with client's individualized treatment and behavior reduction protocols.
- Follow the prescribed behavioral skill acquisition and behavior reduction protocols.

Arbor Park District 145 August 2013-2016

- RTI Interventionist
- Implements the Response to Intervention model for increasing student achievement.
- Collect data and use data to drive instruction.
- Implement lesson plans and/or developing students' adaptive and behavioral skills.
- Conduct effective researched-supported instructional strategies for basic sequences of skills in academic and social areas.
- Support the principal in making data driven decisions about instruction.

Arbor Park District 145 August 2011-2016

- Paraprofessional

- Experience in caring for children with special needs (e.g., Attention Deficit Hyperactivity Disorder, Cognitive Disability and Learning Disability.)
- Supervise students independently and in small groups as learning activities are conducted in line with teacher directions.

Saint John Fisher and Christ the King Elementary School November 2010- August 2011

- Substitute teacher.
- Fulfill short-term substitute assignments across all subject areas, effectively teaching students of varied academic/age levels (grades K-8)
- Instruct classroom students; communicate with teachers, administrators, and parents; and build a positive rapport with students.

VOLUNTEER EXPERIENCE

- St. Cajetan School

SKILLS:

- Non-Violent Crisis involvement Training,
- Response to Intervention
- Interactive Boards

INVOLVEMENT:

- The National Society of Leadership and Success (NSLS)
- IDEA- Illinois Digital Educators Alliance

To: Lisa Cole, Superintendent
From: Laura Gray, Principal
RE: Special Education Paraprofessional
Date: 07/15/2024

We have filled the vacancy of special education paraprofessional for the 2024-2025 school year. I would like to recommend Ms. Bonnie Pawlarczyk for this position. Ms. Pawlarczyk has experience working with students through her many years working at school and public libraries. She has earned her Bachelor's Degree in Business Administration from St. Xavier University, and her Master's Degree in Library Science from Clarion University of Pennsylvania. Ms. Pawlarczyk is kind, friendly, and has a passion for working with children. Ms. Pawlarczyk is looking forward to working in a school and is excited for this opportunity. She is going to be an excellent addition to our Meadow Lane team.

Sincerely,

Laura Gray
Principal
Meadow Lane School

Bonnie Pawlarczyk

Profile

Diligent professional who is customer service oriented, dependable, highly organized and efficient.
Personable communicator who forms collaborative relationships with a goal of helping and serving others.
Strives to encourage youth and young adults to reach their full potential.

Relevant Experience

Worth Public Library District | Youth Services Manager | 2017-2023

- Responsible for the management of the Youth Services Department
- Created, implemented and evaluated all youth programs for ages birth to 17 while considering the needs of the community.
- Developed the children and young adult collections.
- Initiated outreach as a community liaison fostering relationships with the school district, park district and village. Participated in most community events including school open houses, Family Reading Night, National Night Out and the park district's Back to School Bash and Fall Fest.
- Launched a successful teen advisory group with more than 25 student members.
- Planned and carried out school and park district visits including monthly storytime visits to 1st-3rd grades and the park district day camp, field trips to the library for pre-k and 4th and 5th grades, and yearly orientations at Worth Junior High on visiting the library.
- Hosted the district's ELL team, administrators and parents at the library for a seminar on library resources.
- Used conflict resolution techniques to diffuse difficult situations using compassion and empathy.
- Updated the library website, created marketing materials, newsletters and social media content.

Ridge Lawn Elementary School | Media Center Assistant | 2010-2017

- Managed the library budget of \$10,000 per year. Independently decided on all purchases for the library, including books, audio visual materials, supplies, etc.
- Creatively produced library newsletters to promote new books and materials.
- Created a warm and inviting atmosphere in the library for over 300 students and over 50 faculty members and staff. Used organizational skills to coordinate and carry out circulation schedules for 20 classrooms.
- Accurately cataloged at least 200 books and DVDs per year into the library database to effectively update the library collection.
- Assisted the technology teacher with student uploads, student logins and troubleshooting other miscellaneous issues.
- Participated in required assignments including bus duty, door duty and car line duty for drop off.
- Performed various clerical and student related tasks for administrators and teachers.

Chicago Ridge Public Library | Youth Services Assistant | 2014

- Provided readers' advisory to children (birth through 12th grade), parents, and teachers.
- Answered reference questions and assisted patrons in the use of online resources, including in the adult department when necessary.
- Supervised youth volunteers during the library's summer reading program.

Evergreen Park High School | Learning Resource Center Assistant | 2005-2006

- Monitored students using the resource center.
- Maintained student accounts, records and files.
- Cataloged items and generated a new sign-out system for all audio-visual equipment.
- Assisted more than 50 teachers and 100 students each day.
- Supervised student volunteers from the National Honor Society and Special Education Program.
- Developed and presented to classes a tutorial on using the Novelist database.

Other Experience

Pillars Community Health | Development Coordinator | 2017

Saint Xavier University | Circulation Desk Technician | 2007-2010

Volunteer Work

Children's Museum in Oak Lawn and DuPage Children's Museum | Administrative Volunteer

- Assisted with marketing campaigns.
- Entered volunteer applications. Organized and coordinated the volunteer schedule.
- Assisted with volunteer orientation and training.
- Planned and coordinated a volunteer recognition program and event.

Education

Saint Xavier University | Bachelor of Business Administration

Clarion University of Pennsylvania | Master of Science in Library Science

Computer Skills

Microsoft Office Suite | Google Suite | WordPress | Canva | Workflows | Destiny | Voyager

To: Lisa Cole, Superintendent
From: Catherine Gallagher, Principal
Re: Health Clerk Position
Date: August, 19th, 2024

We would like to recommend Mrs. Amy Gurka for the vacancy of Health Clerk. Mrs. Gurka is a long-time member of the district 125 family and is excited to join our team. She is a self-starter with excellent leadership qualities. Mrs. Gurka will be a pivotal addition to the Hamlin family, and we are excited for her to join our team.

Sincerely,

**Dr. Catherine
Gallagher**

Principal, Hamlin Upper Grade Center

Amy Gurka

.....

Energetic mother of 23 years, seeking paraprofessional employment.

Professional Experience

- Mariano's
 - Online shopper
 - April 2020 – Present
- Target
- GSA
 - 11/2010 – 5/2017

Education

- Moraine Valley Community College
 - Elementary Education
- Joliet West High School
 - Graduated 1998

Key Skills

- Work Key Assessment – 8/2023

References

- Rachel Demski – (815) 981-2250
- Joanne Cahnmann – (708) 953-2588
- Cristina Reyes – (773) 951-5725

August 23, 2024

To Mrs. Cole:

It is my pleasure to write a letter of recommendation for Samantha Nelson for a Lawn Manor paraprofessional position. Ms. Nelson has two years of experience working with children at Penny Lane. Samantha is excited to be working with our students and we think she will make an excellent addition to our team.

If you have any further questions or concerns, please feel free to contact me at (708) 423-3078.

Sincerely,

Heather Wills

Lawn Manor Principal

Samantha Nelson

Teacher aide

Chicago, IL 60652

samanthanelson465_iot@indeedemail.com

+1 312 818 8972

Work Experience

Teacher Aide

Penny Lane School-Oak Lawn, IL

September 2022 to Present

Customer Service Representative

Southwest Airlines-Chicago, IL

May 2022 to Present

Front Desk Receptionist

EVERGREEN CARE CENTER-Chicago, IL

September 2021 to Present

I am in charge of greeting patients as they've enter. Checking them in, collecting copays And balances. I also answer any questions they have and well and guide them if they are going to another section.

Supervisor

Toni Patisserie & Cafe-Chicago, IL

May 2019 to March 2020

Job title includes opening up the store, setting up the store, counting the registers, taking care of customers and employees.

COOK/CASHIER

PANERA BREAD

September 2012 to May 2019

Responsible for preparation of kitchen

Preparing and stocking of bakery

Line cook and meal/order running

Processing orders and maintaining customer satisfaction

INTERN - BAKER

SUGAR BLISS CAKE BOUTIQUE

2012 to 2012

Kitchen preparation, including setting up tools and equipment

Participated in all stages of baking: mixing/baking/decorating

Education

CERTIFICATE

FRENCH PASTRY SCHOOL

2011

Skills

- **DETAIL ORIENTED** (Less than 1 year)
- **SELF-STARTER** (Less than 1 year)

Certifications and Licenses

Food Handler

Additional Information

SKILLS

- **Highly motivated • Detail Oriented**
- **Great attention to detail • Self-starter**
- **Swift learner**

September 23, 2024

To Mrs. Cole:

It is my pleasure to write a letter of recommendation for Lauren Morrin as a paraprofessional at Lawn Manor. She has a bachelor's degree in early childhood education. Mrs. Morrin was an active volunteer at Lawn Manor for several years when her children attended school here. Lauren is a diligent worker and cares about kids. We are happy that she will be joining our Lawn Manor team this year.

If you have any further questions or concerns, please feel free to contact me at (708) 423-3078.

Sincerely,

Heather Wills

Lawn Manor Principal

Lauren Morrin

SUMMARY

Enthusiastic and motivated individual ready to rejoin the workforce. Team player works well both independently and within team settings to achieve goals. Skilled communicator and problem solver committed to creating positive experiences for customers and staff.

SKILLS

- Inbound and Outbound Calling
- Sorting and Labeling
- Computer Proficiency
- Organization
- Time Management
- Ability to Learn Quickly
- Interpersonal Skills
- Types about 67 WPM

EXPERIENCE

Photogenic Inc. Chicago, IL - *Photographer/Cashier*

08/2007-01/2009

- Photographed high-quality images for various print and digital projects.
- Shot photographs in controlled lab, field, and remote environments.
- Greeted customers entering store and responded promptly to customer needs.
- Operated cash register for cash, check, and credit card transactions with excellent accuracy levels.

-
- Counted money in cash drawers at beginning and end of shifts to maintain accuracy.

Mt. Greenwood Cleaners Chicago, IL, Location - Customer Service/Cashier

08/2005-08/2007

- Resolved customer complaints and maintained clean and tidy checkout area.
- Actively listened to customers, handled concerns quickly and escalated major issues to supervisor.
- Maintained customer satisfaction with quick and professional handling of product returns.
- Operated cash register to record transactions accurately and efficiently.
- Examined and sorted articles according to color, fabric, soil level and required cleaning technique.

EDUCATION

Ashford University San Diego, CA- Bachelor of Arts: Early Childhood Education

Graduated-09/2014

- Graduated Summa Cum Laude
- Member of Golden Key Honor Society and Alpha Sigma Lambda Honor Society

Mother McAuley Liberal Arts High School- High School Diploma

Graduated-05/2005

ADDITIONAL INFORMATION

I am a firefighter wife, mom of three, and Cub Scout leader of 7 years.

ATWOOD HEIGHTS SCHOOL DISTRICT 125 VOUCHER

Voucher No: 1014

Voucher Date: 07/17/2024

Prepared By: _____

Printed: 07/17/2024 01:20:53 PM

ATWOOD HEIGHTS SCHOOL DISTRICT 125 is hereby authorized to draw warrants against ATWOOD HEIGHTS SCHOOL DISTRICT 125 funds for the sum of \$235,410.51 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

Christine Lantz

President

Michelle Niemeyer

Secretary

ATWOOD HEIGHTS SCHOOL DISTRICT 125

Fund		Amount
10	EDUCATIONAL	\$57,997.26
20	OPERATIONS AND MAINTENANCE	\$156,410.10
40	TRANSPORTATION	\$8,873.15
80	TORT IMMUNITY	\$12,130.00
		<hr/>
		\$235,410.51

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1014

07/17/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
ACTIVE INTERNET TECHNOLOGIES				
		10.5.2660.470.0000.00.00.00 Check #: 0	ED MEDIA -COMPUTER SOFTWARE	\$483.00
			Vendor Total:	\$483.00
AEP ENERGY				
		20.5.2540.466.0000.02.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-LAWN MANOR	\$2,025.11
		20.5.2540.466.0000.03.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-MEADOW LANE	\$1,338.17
		20.5.2540.466.0000.04.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-HAMLIN	\$3,795.14
			Vendor Total:	\$7,158.42
ALPHA SCHOOL BUS COMPANY	7431	40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$7,613.15
			Vendor Total:	\$7,613.15
ARTLIP AND SONS, INC				
		20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$11,983.00
			Vendor Total:	\$11,983.00
CHASE CARD SERVICES				
		10.5.1100.312.0000.00.00.00 Check #: 0	PROFESSIONAL DEVELOPMENT & TRAINING	\$101.55
		10.5.1100.410.0000.00.00.00 Check #: 0	SUPPLIES	\$461.87
		10.5.1100.410.0000.03.00.00 Check #: 0	SUPPLIES MEADOW LANE	\$730.08
		10.5.1100.410.0000.04.00.00 Check #: 0	SUPPLIES - HAMLIN	\$325.17
		10.5.1200.410.0000.00.00.00 Check #: 0	SPEC ED K-12-GENERAL SUPPLIES	\$1,555.34
		10.5.1250.410.4300.00.01.00 Check #: 0	TITLE I / SUPPLE K-12-GENERAL SUPPLIES	\$75.96

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1014

07/17/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.2210.310.4400.00.01.00 Check #: 0	PURCHASED SERVICES – TITLE IV	\$1,095.00
		10.5.2320.332.0000.00.00.00 Check #: 0	EXECUTIVE ADMIN –TRAVEL	\$1,882.45
		10.5.2900.410.4300.00.01.00 Check #: 0	TITLE I SUPPORT SERVICES–GENERAL SUPPLIES	\$317.34
		20.5.2540.464.0000.00.00.00 Check #: 0	GASOLINE	\$322.71
		20.5.2540.550.0000.00.00.00 Check #: 0	EQUIPMENT	\$6,375.00
		Vendor Total:		
CROSSMARK PRINTING INC.		10.5.1100.410.0000.00.00.00 Check #: 0	SUPPLIES	\$2,248.39
Vendor Total:			\$2,248.39	
DEE PLUMBING & SEWER, INC.	24780	20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$300.00
Vendor Total:			\$300.00	
ELIM CHRISTIAN SERVICES	4659	10.5.4220.670.0000.00.00.00 Check #: 0	SPECIAL ED – TUITION	\$8,151.96
		40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION – SPECIAL ED	\$1,260.00
Vendor Total:			\$9,411.96	
HORVATH, THERESA	11042	10.5.2310.222.0000.00.00.00 Check #: 0	BOARD OF ED–RETIREE INSURANCE	\$104.90
Vendor Total:			\$104.90	
LAUREN FIGUEROA-MORALES		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$138.66

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1014

07/17/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
LISA COLE	20669	10.5.2410.332.0000.00.00.00 Check #: 0	OFFICE OF PRINCIPAL -TRAVEL	\$976.99
			Vendor Total:	\$138.66
LOGICOM SYSTEMS		10.5.2660.310.0000.00.00.67 Check #: 0	PROFESSIONAL & TECHNICAL SERVICE	\$17,004.00
		10.5.2660.340.0000.00.00.65 Check #: 0	TECHNOLOGY-TELEPHONE	\$723.10
		10.5.2660.410.0000.00.00.67 Check #: 0	GENERAL SUPPLIES	\$6,204.00
			Vendor Total:	\$23,931.10
MARGARITA MEDINA	21984	10.5.1800.332.0000.00.00.00 Check #: 0	BILINGUAL PROGRAMS-TRAVEL	\$195.58
			Vendor Total:	\$195.58
MENARDS INC	11118	20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$245.01
			Vendor Total:	\$245.01
OFF-SITE BUSINESS SERVICES, INC.	729	10.5.2520.311.0000.00.00.00 Check #: 0	P/R SUPPORT SERVICES - OFFSITE	\$431.25
			Vendor Total:	\$431.25
OFFICE DEPOT	11505	10.5.1100.410.0000.02.00.00 Check #: 0	SUPPLIES - LAWN MANOR	\$495.40
			Vendor Total:	\$495.40
PARKLAND PREPARATORY ACADEMY		10.5.4220.670.0000.00.00.00 Check #: 0	SPECIAL ED - TUITION	\$4,950.80

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1014

07/17/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
PERSONNEL PLANNERS, INC.				Vendor Total: \$4,950.80
		10.5.2520.310.0000.00.00.00 Check #: 0	FISCAL SERVICES-PROFESSIONAL SERVICES	\$100.00
PLAYCORE WISCONSIN INC	39-1720480			Vendor Total: \$100.00
		20.5.2540.550.0000.03.00.00 Check #: 0	EQUIPMENT-MEADOW LANE	\$124,829.45
PUBLIC CONSULTING GROUP				Vendor Total: \$124,829.45
		10.5.1200.310.0000.00.00.00 Check #: 0	SPECIAL ED-PROF SERVICE	\$819.00
SCHOOL NURSE SUPPLY INC	4824			Vendor Total: \$819.00
		10.5.2130.410.0000.03.00.00 Check #: 0	HEALTH SERVICES-GENERAL SUPPLIES-MEADOW LANE	\$760.13
SELF				Vendor Total: \$760.13
		80.5.2362.233.0000.01.00.00 Check #: 0	WORKERS COMPENSATION	\$12,130.00
SHERWIN WILLIAMS	722			Vendor Total: \$12,130.00
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$243.30
SMG SECURITY HOLDINGS				Vendor Total: \$243.30
		20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$1,204.41
SPEECH BLOSSOMS LLC				Vendor Total: \$1,204.41

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1014

07/17/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
SSJHSC	22287	10.5.2140.310.0000.00.00.00 Check #: 0	PSYCHOLOGICAL SERVICES-PROFESS& TECH SERVICE	\$715.00
			Vendor Total:	\$715.00
		10.5.1500.640.0000.00.00.00 Check #: 0	INTERSCHOLASTIC-DUES AND FEES	\$6,069.80
TIMBERLINE BILLING SERVICE LLC			Vendor Total:	\$6,069.80
		10.2.0441.000.0000.00.00.00 Check #: 0	CONTRACTS PAYABLES	\$546.05
UNIQUE PRODUCTS & SERVICE CORP.	17015		Vendor Total:	\$546.05
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$3,111.72
US OMNI & TSACG COMPLIANCE SERVICES	23161		Vendor Total:	\$3,111.72
		10.5.2310.310.0000.00.00.00 Check #: 0	BOARD OF ED-PROFESSIONAL SERVICES	\$68.00
VANGUARD ENERGY SERVICES			Vendor Total:	\$68.00
		20.5.2540.465.0000.02.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-LAWN MANOR	\$347.45
		20.5.2540.465.0000.03.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-MEADOW LANE	\$212.49
		20.5.2540.465.0000.04.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-HAMLIN	\$77.14
			Vendor Total:	\$637.08
WAREHOUSE DIRECT		10.5.1100.410.0000.00.00.00 Check #: 0	SUPPLIES	\$266.49
			Vendor Total:	\$266.49

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1014

07/17/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
Grand Total:				\$235,410.51

End of Report

ATWOOD HEIGHTS SCHOOL DISTRICT 125 VOUCHER

Voucher No: 1021

Voucher Date: 07/25/2024

Prepared By: _____

Printed: 07/25/2024 01:33:18 PM

ATWOOD HEIGHTS SCHOOL DISTRICT 125 is hereby authorized to draw warrants against ATWOOD HEIGHTS SCHOOL DISTRICT 125 funds for the sum of \$174,645.02 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

Christine Lantz

President

Michelle Niemeyer

Secretary

ATWOOD HEIGHTS SCHOOL DISTRICT 125

Fund		Amount
10	EDUCATIONAL	\$121,248.57
20	OPERATIONS AND MAINTENANCE	\$47,405.77
30	DEBT SERVICE	\$518.00
40	TRANSPORTATION	\$3,922.68
80	TORT IMMUNITY	\$1,550.00
		<hr/>
		\$174,645.02

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1021

07/25/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
ADVANTAGE CHEVROLET BRIDGEVIEW		20.5.2540.550.0000.01.00.00 Check #: 0	EQUIPMENT-DISTRICT	\$39,495.00
			Vendor Total:	\$39,495.00
ARTLIP AND SONS, INC		20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$1,399.56
			Vendor Total:	\$1,399.56
ATWOOD HTGS. DIST. 125 - IMPREST FUND 991		10.5.2660.340.0000.00.00.65 Check #: 0	TECHNOLOGY-TELEPHONE	\$129.25
		20.5.2540.321.0000.00.00.00 Check #: 0	OPER/MAINT-SANITATION SERVICES	\$1,826.64
		20.5.2540.370.0000.02.00.00 Check #: 0	OPER/MAINT-WATER/SEWER SERVICE-LAWN MANOR	\$207.54
		20.5.2540.370.0000.03.00.00 Check #: 0	OPER/MAINT-WATER/SEWER SERVICE-MEADOW LANE	\$375.46
		20.5.2540.370.0000.04.00.00 Check #: 0	OPER/MAINT-WATER/SEWER SERVICE-HAMLIN	\$100.44
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$250.00
			Vendor Total:	\$2,889.33
CARLOS LUNA	22803	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$277.60
			Vendor Total:	\$277.60
COMCAST	24020	10.5.2660.340.0000.00.00.66 Check #: 0	TECHNOLOGY-BROADBAND	\$7,050.00
			Vendor Total:	\$7,050.00
EDUCATIONAL BENEFIT COOP.	10341			

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1021

07/25/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.2.0489.072.0000.00.00.00 Check #: 0	MEDICAL INSURANCE	\$75,365.55
		10.2.0489.073.0000.00.00.00 Check #: 0	DENTAL INSURANCE	\$2,369.29
			Vendor Total:	\$77,734.84
ILLINOIS SCHOOL BUS_242	242	40.5.2550.334.0000.00.00.00 Check #: 0	TRANSPORTATION - EXTRACURRICULAR	\$3,922.68
			Vendor Total:	\$3,922.68
JOHNSON CONTROLS	1921	20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$1,068.00
			Vendor Total:	\$1,068.00
JULIE UNDERHILL		10.5.2210.310.4400.00.01.00 Check #: 0	PURCHASED SERVICES - TITLE IV	\$249.00
			Vendor Total:	\$249.00
LEAF		30.5.5400.325.0000.00.00.00 Check #: 0	CAPITAL LEASES-RENTALS	\$518.00
			Vendor Total:	\$518.00
MENARDS INC	11118	20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$149.07
			Vendor Total:	\$149.07
PETRARCA, GLEASON, BOYLE, & IZZO, LLC		80.5.2365.318.0000.01.00.00 Check #: 0	LEGAL FEES	\$1,550.00
			Vendor Total:	\$1,550.00
RELIANCE STANDARD LIFE	25338	10.5.1100.220.0000.00.00.00 Check #: 0	SUPPLEMENTAL LIFE	\$317.68

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1021

07/25/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
SAM TELL AND SON, INC				Vendor Total: \$317.68
		10.5.2560.550.0000.00.00.00 Check #: 0	FOOD SERVICE - EQUIPMENT	\$34,382.52
SCHOOL DATEBOOKS				Vendor Total: \$34,382.52
		10.5.1100.410.0000.03.00.00 Check #: 0	SUPPLIES MEADOW LANE	\$516.67
TOSCH, MICHELLE				Vendor Total: \$516.67
18275		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$591.01
UNIQUE PRODUCTS & SERVICE CORP.				Vendor Total: \$591.01
17015		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$2,510.82
VILLAGE OF ALSIP_2511				Vendor Total: \$2,510.82
2511		20.5.2540.370.0000.04.00.00 Check #: 0	OPER/MAINT-WATER/SEWER SERVICE-HAMLIN	\$23.24
				Vendor Total: \$23.24
				Grand Total: \$174,645.02

End of Report

ATWOOD HEIGHTS SCHOOL DISTRICT 125 VOUCHER

Voucher No: 1029

Voucher Date: 08/22/2024

Prepared By: _____

Printed: 08/22/2024 12:32:17 PM

ATWOOD HEIGHTS SCHOOL DISTRICT 125 is hereby authorized to draw warrants against ATWOOD HEIGHTS SCHOOL DISTRICT 125 funds for the sum of \$186,131.41 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2024 to June 30, 2025 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

Christine Lantz

President

Michelle Niemeyer

Secretary

ATWOOD HEIGHTS SCHOOL DISTRICT 125

Fund		Amount
10	EDUCATIONAL	\$140,510.73
20	OPERATIONS AND MAINTENANCE	\$18,603.50
30	DEBT SERVICE	\$518.00
40	TRANSPORTATION	\$25,874.18
80	TORT IMMUNITY	\$625.00
		<hr/>
		\$186,131.41

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1029

08/22/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
AEP ENERGY		20.5.2540.465.0000.03.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-MEADOW LANE	\$1,019.94
		20.5.2540.465.0000.04.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-HAMLIN	\$3,128.59
		20.5.2540.466.0000.02.00.00 Check #: 0	OPER/MAINT-ELECTRICITY-LAWN MANOR	\$1,972.62
			Vendor Total:	\$6,121.15
ALPHA SCHOOL BUS COMPANY	7431	40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$23,174.18
			Vendor Total:	\$23,174.18
ATWOOD HTGS. DIST. 125 - IMPREST FUND 991		10.5.1100.312.4932.00.01.00 Check #: 0	PROFESSIONAL DEVELOPMENT-TITLE II	\$3,500.00
		10.5.2660.340.0000.00.00.65 Check #: 0	TECHNOLOGY-TELEPHONE	\$117.81
		20.5.2540.370.0000.02.00.00 Check #: 0	OPER/MAINT-WATER/SEWER SERVICE-LAWN MANOR	\$96.16
			Vendor Total:	\$3,713.97
BRIGHTSTAR CARE		10.5.1200.310.0000.00.00.00 Check #: 0	SPECIAL ED-PROF SERVICE	\$2,718.75
			Vendor Total:	\$2,718.75
CATHERINE PETRAITIS	23566	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$2,123.65
			Vendor Total:	\$2,123.65
CDW GOVERNMENT, INC.	11767	10.5.2660.470.0000.00.00.00 Check #: 0	ED MEDIA -COMPUTER SOFTWARE	\$14,000.00

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1029

08/22/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.2660.550.0000.00.00.00 Check #: 0	DATA PROCESSING - CAPITALIZED EQUIPMENT	\$7,770.00
			Vendor Total:	\$21,770.00
CHASE CARD SERVICES		10.5.1100.410.0000.00.00.00 Check #: 0	SUPPLIES	\$456.72
		10.5.1100.410.0000.03.00.00 Check #: 0	SUPPLIES MEADOW LANE	\$2,466.47
		10.5.1250.410.4300.00.01.00 Check #: 0	TITLE I / SUPPLE K-12-GENERAL SUPPLIES	\$417.98
		10.5.2320.312.0000.00.00.00 Check #: 0	EXEC ADMIN-PROFESSIONAL DEVELOPMENT	\$6.95
		20.5.2540.464.0000.00.00.00 Check #: 0	GASOLINE	\$377.97
			Vendor Total:	\$3,726.09
CHICAGO TRIBUNE	23803	10.5.2310.340.0000.00.00.00 Check #: 0	BOARD OF ED-COMMUNICATIONS	\$55.50
			Vendor Total:	\$55.50
COMBINED ROOFING SERVICES, LLC		20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$1,750.00
			Vendor Total:	\$1,750.00
COMCAST	24020	10.5.2660.340.0000.00.00.66 Check #: 0	TECHNOLOGY-BROADBAND	\$3,525.00
			Vendor Total:	\$3,525.00
CROSSMARK PRINTING INC.		10.5.1100.410.0000.00.00.00 Check #: 0	SUPPLIES	\$2,976.00
			Vendor Total:	\$2,976.00
EISENHOWER COOPERATIVE	2745			

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1029

08/22/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
		10.5.4220.670.0000.00.00.00 Check #: 0	SPECIAL ED - TUITION	\$11,000.00
			Vendor Total:	\$11,000.00
ELIM CHRISTIAN SERVICES	4659	10.5.4220.670.0000.00.00.00 Check #: 0	SPECIAL ED - TUITION	\$17,516.70
		40.5.2550.330.0000.00.00.00 Check #: 0	TRANSPORTATION - SPECIAL ED	\$2,700.00
			Vendor Total:	\$20,216.70
HORVATH, THERESA	11042	10.5.2310.222.0000.00.00.00 Check #: 0	BOARD OF ED-RETIREE INSURANCE	\$104.90
			Vendor Total:	\$104.90
HOUGHTON MIFFLIN HARCOURT PUBLISHING CO.		10.5.1200.410.0000.00.00.00 Check #: 0	SPEC ED K-12-GENERAL SUPPLIES	\$6,046.80
			Vendor Total:	\$6,046.80
IASA SOUTH COOK	24833	10.5.2320.640.0000.00.00.00 Check #: 0	EXECUTIVE ADMIN -DUES AND FEES-DISTRICT	\$170.00
			Vendor Total:	\$170.00
ITsavvy LLC		10.5.2660.310.0000.00.00.00 Check #: 0	ED MEDIA -PROFESS& TECH SERVICE	\$7,732.00
			Vendor Total:	\$7,732.00
KAITLIN UCHMAN		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$751.05
			Vendor Total:	\$751.05
LAKESHORE LEARNING MATERIALS LLC	4605			

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1029

08/22/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
LEAF		10.5.1100.410.0000.02.00.00 Check #: 0	SUPPLIES - LAWN MANOR	\$115.91
		10.5.1200.410.0000.00.00.00 Check #: 0	SPEC ED K-12-GENERAL SUPPLIES	\$63.36
		10.5.1275.410.3705.00.01.00 Check #: 0	PRE-K GENERAL SUPPLIES	\$1,821.76
			Vendor Total:	\$2,001.03
LINCOLN SCHOOL DISTRICT #156		30.5.5400.325.0000.00.00.00 Check #: 0	CAPITAL LEASES-RENTALS	\$518.00
			Vendor Total:	\$518.00
LISA COLE	20669	10.5.2320.640.0000.00.00.00 Check #: 0	EXECUTIVE ADMIN -DUES AND FEES-DISTRICT	\$110.00
			Vendor Total:	\$110.00
LOGICOM SYSTEMS		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$1,037.13
			Vendor Total:	\$1,037.13
LUNNY, SHERRI		10.5.2660.310.0000.00.00.67 Check #: 0	PROFESSIONAL & TECHNICAL SERVICE	\$28,940.25
		10.5.2660.410.0000.00.00.67 Check #: 0	GENERAL SUPPLIES	\$817.35
			Vendor Total:	\$29,757.60
MARGARET PAROLIN	26270	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$221.38
			Vendor Total:	\$221.38
		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$1,449.95

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1029

08/22/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
MARY ERDMANN				Vendor Total: \$1,449.95
		10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$1,191.06
MENARDS INC				Vendor Total: \$1,191.06
	11118	20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$1,564.35
MORGAN LOCKSMITHS				Vendor Total: \$1,564.35
	3004	20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$23.80
NEXTERA ENERGY SERVICES				Vendor Total: \$23.80
		20.5.2540.465.0000.02.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-LAWN MANOR	\$358.89
		20.5.2540.465.0000.03.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-MEADOW LANE	\$211.07
		20.5.2540.465.0000.04.00.00 Check #: 0	OPER/MAINT-NATURAL GAS-HAMLIN	\$63.43
OFF-SITE BUSINESS SERVICES, INC.				Vendor Total: \$633.39
	729	10.5.2520.311.0000.00.00.00 Check #: 0	P/R SUPPORT SERVICES - OFFSITE	\$414.00
PETRARCA, GLEASON, BOYLE, & IZZO, LLC				Vendor Total: \$414.00
		80.5.2365.318.0000.01.00.00 Check #: 0	LEGAL FEES	\$625.00
PUTTKAMMER, KATHLEEN				Vendor Total: \$625.00
	14426	10.5.1100.230.0000.00.00.00 Check #: 0	FRINGE	\$479.50

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1029

08/22/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
RELIABLE FIRE EQUIPMENT CO.	532		Vendor Total:	\$479.50
		20.5.2540.310.0000.00.00.00 Check #: 0	PROFESSIONAL SERVICE	\$4,906.20
ROCHESTER 100 INC.	18208		Vendor Total:	\$4,906.20
		10.5.1100.410.0000.03.00.00 Check #: 0	SUPPLIES MEADOW LANE	\$315.00
SAVVAS			Vendor Total:	\$315.00
		10.5.1100.411.0000.02.00.00 Check #: 0	WORKBOOKS - LAWN MANOR	\$2,808.00
		10.5.1250.410.4300.00.01.00 Check #: 0	TITLE I / SUPPLE K-12-GENERAL SUPPLIES	\$15,481.80
SECUREONE LIVESCAN			Vendor Total:	\$18,289.80
		10.5.2310.310.0000.00.00.00 Check #: 0	BOARD OF ED-PROFESSIONAL SERVICES	\$245.00
SPEECH BLOSSOMS LLC			Vendor Total:	\$245.00
		10.5.2140.310.0000.00.00.00 Check #: 0	PSYCHOLOGICAL SERVICES-PROFESS& TECH SERVICE	\$1,040.00
SUPERINTENDENTS' ROUNDTABLE OF NORTHERN	24612		Vendor Total:	\$1,040.00
		10.5.2320.640.0000.00.00.00 Check #: 0	EXECUTIVE ADMIN -DUES AND FEES-DISTRICT	\$225.00
UNIQUE PRODUCTS & SERVICE CORP.	17015		Vendor Total:	\$225.00
		20.5.2540.410.0000.00.00.00 Check #: 0	OPER/MAINT-GENERAL SUPPLIES	\$1,346.27

Atwood Heights School District 125

Voucher Supplement Account Summary

Voucher Batch Number: 1029

08/22/2024

Fiscal Year: 2024-2025

Vendor Remit Name	Vendor #	Account	Description	Amount
Vendor Total:				\$1,346.27
US OMNI & TSACG COMPLIANCE SERVICES	23161	10.5.2310.310.0000.00.00.00 Check #: 0	BOARD OF ED-PROFESSIONAL SERVICES	\$68.00
Vendor Total:				\$68.00
WASTE MANAGEMENT		20.5.2540.321.0000.00.00.00 Check #: 0	OPER/MAINT-SANITATION SERVICES	\$1,784.21
Vendor Total:				\$1,784.21
WILSON LANGUAGE TRAINING	8647	10.5.1200.410.0000.00.00.00 Check #: 0	SPEC ED K-12-GENERAL SUPPLIES	\$210.00
Vendor Total:				\$210.00
Grand Total:				\$186,131.41

End of Report

Principal's Report: August 2024

Lawn Manor Primary Center



Summer Updates

- Summer School Success!
- Building Preparation
- Registration Fun- Thank you Donna!
- PreK & Kindergarten Screenings and Registration
- Kindergarten Open House (August 20th)
- EC/Pre-K Open House (August 21st)
- Teacher Institute- Excellent Speaker
- MAP Testing Sept. 9-27th
- Meet Your Teacher Night & Book Fair (September 5th)
- Thank You Lawn Manor Custodial Team & Carlos!

Please contact me at (708) 423-3078 if you have any questions or comments.

Respectfully Submitted,

Heather Wills

Principal's School Board Report, August, 2024

Meadow Lane School



School Updates

- Online and In-Person Registration
- Return to School Planning
- RTI planning
- IXL
- CEP Lunch Program
- New Staff Transition
- Thank you to all of our Custodial Staff and Dave
- Teacher Institute
- Meet Your Teacher Night

Meadow Lane School Mission

Our mission at Meadow Lane is to prepare your intermediate-aged student to become a successful, confident, and independent life-long learner, through the application of a varied and challenging curriculum, which pays equal attention to intellectual, emotional, and physical development.

Meadow Lane School Vision

Educate every mind...Empower every student...Embrace every child.

Please contact me at 708-388-6958 if you have any further questions or concerns.

Laura A. Gray, Principal

Hamlin Upper Grade Center

Board Report

August 2024

Professional Development:

- 💡 Read180 Migration & Teacher Professional Development
- 💡 Exact Path Professional Development schedule for September
- 💡 GCN's

School Improvement:

- 💡 SMART Goals to focus on Math & English and student engagement
- 💡 Second year of Honors Algebra

Hamlin Activities:

- 💡 Breakfast & Lunch
- 💡 Volleyball
- 💡 Thank you to Carlos and Crew for getting Hamlin in tip-top shape for our school year. 😊

Respectfully submitted,

Dr. Katie Gallagher