



BOARD REPORT

December 2025



**GLENCOE PARK DISTRICT
REGULAR BOARD MEETING
Tuesday, December 16, 2025 | 7:00pm at Takiff Center**

Consistent with Illinois Compiled Statutes 5 ILCS 120/1 through 120/6 requirements (Open Meetings Act). Notices of this meeting were posted. Meeting Location: Takiff Center, 999 Green Bay Rd, Glencoe, IL 60022

A G E N D A

- I. Call to Order
- II. Roll Call
- III. Consent Agenda Items
 - A. Minutes of November 18, 2025, Regular Board Meeting
 - B. Minutes of December 2, 2025, Committee of the Whole Meeting
 - C. Approval of the Bills
 - D. Approval of Updated Cell Phone Policy
 - E. Approval of Updated Preschool Discipline Policy
 - F. Approval of Updated Purchasing Policy
 - G. Approval of Playground, Trellis, and Sun Shelter Design Concepts at Glencoe Beach
 - H. 2026/2027 Board and Committee Meetings Calendar Dates
- IV. Matters from the Public
- V. Financial Report
- VI. Presentation of Kids Club and School Days Off Programs
- VII. Presentation of 2026 Capital Projects
- VIII. Executive Director's Report: Year in Review
- IX. Discussion on Employee COLA and Merit Increase Percentage
- X. Action Items
- XI. Other Business
- XII. Executive Session
 - A. Personnel – 5ILCS 120/2(c)(1)
- XIII. Adjournment

The Glencoe Park District is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or facilities, are asked to contact the Park District at 847-835-3030. Executive Director email: lsheppard@glencoeParkDistrict.com

Key rules governing participation

All comments will be limited to three (3) minutes per person and
no longer than 30 minutes for all comments.

III. Consent Agenda Items

Section 2.06(b) of the Open Meetings Act allows a public entity to approve minutes either within 30 days after the relevant meeting OR at the public body's second subsequent regular meeting, whichever is LATER. For consistency, all minutes will be approved at the subsequent Regular Board Meeting.

Items on the Consent Agenda are representative of routine actions or previously discussed items by the Board of Park Commissioners or staff. Members of the Board of Park Commissioners are invited and encouraged to call the Executive Director prior to the meeting with any questions about consent agenda items.

The Board President asks for a motion to adopt the consent agenda items. However, if any member of the Board wishes to discuss any item on the consent agenda, for **any** reason whatsoever, they may ask that the item be removed from the consent agenda and the President will change the agenda per the request.

The Executive Director recommends approval of the consent agenda.

Glencoe Park District
December 2025 Board Meeting

III. Consent Agenda Item A:
Minutes of November 18, 2025 Regular
Board Meeting

Glencoe Park District
December 2025 Board Meeting

MINUTES OF NOVEMBER 18, 2025 REGULAR BOARD MEETING
GLENCOE PARK DISTRICT
999 GREEN BAY ROAD, GLENCOE, ILLINOIS 60022

The meeting was called to order at 7:01pm and roll was called.

Commissioners present:

Michael Covey, President
Nicole Reifman, Vice President
Jackie Guzman, Treasurer
Gary Hazan, Commissioner
Meg Cummins, Commissioner

Staff present:

Lisa Sheppard, Executive Director and Secretary
Bobby Collins, Director of Recreation and Facilities
John Cutrera, Director of Finance and HR
Kyle Kuhs, Director of Parks and Planning
Erin Classen, Supt. of Marketing/Communication

Members of the public in attendance who signed in or spoke: Stephani Hirsh (did not sign in)

Consent Agenda: A motion was made by Commissioner Reifman to approve the consent agenda items as presented, including the Minutes of October 21, 2025 Regular Board Meeting and Approval of the Bills. Commissioner Guzman seconded the motion. No further discussion ensued. Roll call vote taken:

AYES: Covey, Reifman, Guzman, Hazan, Cummins

NAYS: None

ABSENT: None

The motion passed.

Matters from the Public: Stephani Hirsh attended to hear some of the results of the Glencoe Beach survey, particularly community comments. She noted that beach conditions felt different this summer and offered a few personal suggestions. These included extending summer hours to 8:00 pm to improve regulation and reduce garbage, increasing fall staffing due to higher use of the beach and related maintenance issues, and providing additional support for less experienced staff at the 9:00 am beach opening to ensure proper fee collection and checking of passes. The resident expressed appreciation for the facilities and was primarily interested in feedback from the survey's open-ended comments.

Truth in Taxation Hearing: This year, a hearing is not required by statute due to the fact that the levy increase is less than 5%. Appropriate public notice of the hearing was served. President Covey declared the public hearing "open" to hear questions and comments on the Levy Ordinance. No members of the public or commissioners asked questions or offered comments. President Covey closed the hearing.

Approval of Ordinance No. 982: Levying the Taxes for the 2025 Tax Year: A motion was made by Commissioner Reifman to approve Ordinance No. 982: Levying the Taxes for the

2025 Tax Year as presented. Commissioner Guzman seconded the motion. There was no discussion. Roll call vote taken:

AYES: Covey, Reifman, Guzman, Hazan, Cummins

NAYS: None

ABSENT: None

The motion passed.

Presentation and Discussion of the 2025 Lakefront Report: Facility Manager Shannon Stevens and Assistant Director of Recreation and Facilities, Adam Wohl gave the 2025 Lakefront Report presentation (included in the supplements) including season overview information, staff expenses, training and staff development, pass sales, operational overview, beach programs, beach financials, survey results, boater safety, the Northbrook agreement, beach closures, survey results, and future considerations. Full details of the 2025 beach operations can be found in the 2025 Lakefront Report.

Executive Director Sheppard thanked Manager Stevens for the hard work and dedication she put into operating the beach to ensure a safe summer.

Further discussion on potential changes will occur over the next two to three meetings. Board members who want to propose or discuss potential changes should communicate with Lisa ahead of the meeting so staff have time to gather additional data on the topic.

The District will also continue working with the Village on parking-related issues.

Financial Report:

The District is eight months into the fiscal year. Director Cutrera gave a brief overview of the Financial Report available in the board packet. Our financial report shows strong recreation programming and revenue. Recreation revenues are up approximately 18% from the prior year due to strong performance in Kids Club and camp. Children's Circle showed higher October expenditures due to a three-payroll month, but remains on track to finish about \$100,000 better than budget.

Fitness continues to trend positively. Beach and boating activities are minimal at this time of year. Weinberg Family Recreation Center revenues and expenditures have just begun, as the season has not yet officially started.

Parks Department expenditures are above last year's due to tree trimming and the Shelton Path pavement project. Administrative departments remain behind prior-year spending due to the timing of property tax distributions, with the second installment not due until December 15. Debt service payments scheduled for December 1 will be made as planned. Our conservative fund balance policy has been helpful in navigating the delay with no bond compliance issues.

Executive Director's Report:

The Milton Park playground ribbon-cutting this evening marked the successful completion of this exciting project.

The annual holiday recognition party is on Friday, December 5th, at 5:30pm at the Takiff Center. It is a Casino Night theme. All board members and staff are welcome to attend.

The IAPD annual meeting on Saturday, January 31st, at 3pm needs an official delegate and alternate. If Board members are not available, Lisa and Bobby can represent the District at this meeting.

We can also approve two commissioners, if interested, to attend the IAPD/APRA Soaring to New Heights Conference in January 2026. If interested, Board members should let Lisa know, and the District will register them.

The Winter and Camp Program Guide has been mailed, and registration will begin in December.

Director Kuhs provided an update on the greenhouse construction progress at Shelton Park, with the foundation poured and the schedule on track.

At the Takiff Center Maintenance Center and Ballfield, we received the permit from MWRD, so work can continue and is back on schedule for Spring opening.

Milton Park is largely complete, with two remaining elements scheduled for installation in the near future.

The beach survey regarding new beach structures will be released on November 19 for community input, and results will be presented at the upcoming committee meeting on December 2.

The Weinberg Family Recreation Center ice rink opens the day after Thanksgiving, November 28th. We are watching the weather and hoping that it is conducive to making the ice this week. Staff training will begin next week.

Action Items:

Approval of IAPD Annual Meeting Delegates: A motion was made by Commissioner Hazan for the approval of Lisa Sheppard as the IAPD annual meeting delegate and Bobby Collins as the alternate delegate. Commissioner Guzman seconded the motion. No further discussion ensued.

Roll call vote taken:

AYES:	Covey, Reifman, Guzman, Hazan, Cummins
NAYS:	None

ABSENT: None
The motion passed.

Approval for Commissioners to Attend the Annual IAPD/IPRA Soaring to New Heights Conference in January of 2026: A motion was made by Commissioner Reifman to approve the two Commissioners and the Executive Director to attend IAPD/IPRA Conference from January 29-31 with expenses not to exceed a total of \$2,965 as presented. Commissioner Cummins seconded the motion. No further discussion ensued.

Roll call vote taken:

AYES: Covey, Reifman, Guzman, Hazan, Cummins

NAYS: None

ABSENT: None

The motion passed.

Other Business:

Partnership Agreement with Park District of Highland Park: Executive Director Sheppard shares that the Park District of Highland Park approached the District about a partnership to offer their residents access to the Weinberg Family Recreation Center ice rink at our resident rate, with the PDHP covering the cost difference. Because they lack a refrigerated rink and struggle to maintain ice in warmer winters, they believe this arrangement will be more cost-effective for them. We can proceed with a memorandum of understanding for this season if there is a consensus from the board.

Board discussion ensued regarding potential future partnerships with them, including resident-rate swim lessons, open gym, and pickleball access, once their new indoor facility is established. Board members expressed support for the proposal, noting that increased advertising and potentially softer winter attendance could benefit our rink. Overall, the group agreed that pursuing these cooperative arrangements is a mutually beneficial strategy that can expand services without requiring new facility construction.

Park District Representative to the Village Plan Commission: Executive Director Sheppard reminds the board that we still need a representative for the Village Plan Commission, formerly held by Commissioner Spain. President Covey recommends that a member who does not already have an additional committee represent us. Commissioner Cummins and Commissioner Hazan will discuss commitment and availability and let the Board know who will join the Committee meeting in December.

Adjourn: Commissioner Reifman moved to adjourn the meeting at 7:43 PM. Commissioner Hazan seconded the motion. The motion passes via voice vote.

Respectfully submitted,

Lisa M. Sheppard
Secretary

III. Consent Agenda Item B:
Minutes of December 2, 2025 Regular
Committee Meeting

Glencoe Park District
December 2025 Board Meeting

MINUTES OF DECEMBER 2, 2025, COMMITTEE OF THE WHOLE MEETING
GLENCOE PARK DISTRICT
999 GREEN BAY ROAD, GLENCOE, ILLINOIS 60022

The meeting was called to order at 7:00 pm and roll was called.

Committee members present:

Michael Covey, President
Nicole Reifman, Vice President
Jackie Avitia-Guzman, Treasurer
Nicole Reifman, Commissioner
Meg Cummins, Commissioner
Gary Hazan, Commissioner

Staff present:

Lisa Sheppard, Executive Director and Secretary
Kyle Kuhs, Director of Parks and Planning
Bobby Collins, Deputy Director of Rec and Facilities
John Cutrera, Director of Finance/HR
Erin Classen, Superintendent of Marketing

Members of the Public in attendance who signed in or spoke: None

Matters from the Public: None

Review of Updated Policies: The board packet included three proposed policy amendments to the Cell Phone Policy, Purchasing Policy, and Preschool Discipline Policy. Staff provided an overview of proposed changes and answered commissioners' questions. Director Cutrera explained that the updated Cell Phone Policy establishes a non-taxable stipend for eligible employees who choose to use their personal device for district business. Legal counsel has reviewed and approved the policy, and staff noted that this change is expected to reduce administrative time spent on maintaining district-issued phones while providing employees greater convenience.

Director Cutrera also explained updates to the Purchasing Policy to align the District's requirements with recent legislative changes that raise the competitive bidding threshold for supplies and materials from \$30,000 to \$60,000 while keeping labor at \$30,000. The policy also adjusts requirements for verbal and written quotes, increasing verbal quotes to the \$5,000–\$9,999 range and written quotes to \$10,000–\$30,000 for services and \$10,000–\$60,000 for supplies. This will better match peer districts and reduce administrative burden.

Director Collins presented updates to the Preschool Discipline Policy in response to increased challenging behaviors and parent feedback requesting greater transparency in the process. After hosting two parent advisory meetings, staff incorporated feedback into the revised policy, including clearer expectations around required parent meetings.

Commissioners approved of all the discussed changes and with consensus reached, all three policies will move forward to the December board meeting under the consent agenda.

Review of Survey Results for Lakefront Capital Projects: Director Kuhs presented a review of the community survey results for phase one of the Lakefront Capital Projects, including the beach playground, trellis, and sun shelter design options. (Presentation in supplements) The survey received 331 responses, comparable to the participation levels of the original summer survey on the topic.

Q1: For the beach playground equipment, the community expressed a clear preference for Option A (includes 3 Slides, 3 Climbers, 2 Play Panels, Pirate Ship Balcony Deck, 7 Pod climbers, 2 Balance Beams, 2 hillsides, and a Boogie Board), receiving 57% of the vote compared to 42% for the more modern Concept B. The Board discussed play value, age range suitability, shade benefits, and aesthetics before agreeing to advance Concept A.

Q2: For the sand table with water feature, the public overwhelmingly supported Option 1 at 78%, a design similar to the current installation, and the Board supported this direction.

Q3: The water play grouping question showed a decisive preference for Option 2 at 68%, featuring pirate-themed elements and a dump bucket, a choice the Board also supported.

Q4: For sand play components, respondents selected the Sand Play Station with sifters, pulleys, and scoops as the first choice. The remaining three elements received more evenly distributed support; after discussion about inclusivity, capacity, durability, and practicality, the Board aligned with community sentiment in selecting both the Sand Play Station and the Elevated Sand Table as the two preferred features.

Q5: Survey data showed 70% of respondents favored the gabled roof trellis and sun shelters, valuing the full-shade coverage these structures provide over the slatted alternatives. The Board discussed functionality, aesthetics, and maintenance considerations before ultimately agreeing to move forward with the gabled roof option.

Discussion ensued on the open-ended community comments, noting repeated themes including the desire for increased shade, more seating and picnic areas, inclusion of swings, safety considerations for beach play, and strong support for accessible and ADA-compliant pathways. Many respondents also expressed appreciation for the district's transparent and inclusive engagement process. With consensus achieved across all survey topics, the Board confirmed that the selected design elements will proceed to final design development for approval at the December Regular Board meeting.

Discussion of Potential Lakefront Operational Changes for 2026: As a follow-up to the 2025 Lakefront Report, Director Collins and Assistant Director Wohl provided a detailed presentation on lakefront operations, addressing some of the most frequent questions, comments, and concerns the Board and staff have received about the lakefront, including feedback provided in the passholder survey. These topics included: operating hours, admission, the Northbrook agreement, the swim zone, cart service, rocks on the beach, post-season operations, and parking. The discussion focused on the operation of the swimming beach only and does not include the boating beach, camps, or programming.

The staff presentation and resulting Board discussion on each topic was in-depth and will continue at the January 6, 2026, Regular Committee Meeting. Below is a high-level summary of the discussion that ensued on each topic. A recording of the meeting is available on the Committee webpage.

Beach Financials & Labor Costs

Staff reviewed a 10-year financial history for the swimming beach. Annual revenue has generally increased from roughly \$320,000 to about \$380,000, with notable spikes during COVID when the model was passholder-only, while expenses have grown from about \$270,000 to approximately \$380,000, driven by substantial increases in part-time wages. Minimum wage rose significantly from 2016 to today, and supervisory wages increased in parallel, creating a cascading impact on the wage scale. For the current year, the beach is projected to produce a very small surplus. Staff emphasized that while the beach has “broken even” this season, the operation remains highly sensitive to weather and wage growth, and revenue potential is structurally limited under the current model.

Attendance Patterns & Cost per Visit

Staff reviewed visit trends, noting that total beach visits declined from about 25,000 in 2016 to roughly 21,000 in 2025, with a COVID peak of about 51,000 visits in 2020 during an extended, highly unusual season. The composition of visits has inverted over time (historically more daily admissions and now more pass visits). Staff explained that daily visitors typically stay longer to maximize a one-day fee, while pass holders tend to make shorter, more frequent visits, which changes how “busy” the beach feels on peak days. A cost-per-visit analysis showed that it costs roughly \$17 per patron visit to operate the beach. Current daily admission fees for residents and non-residents are set so that resident visits are subsidized by both tax support and higher non-resident fees, while avoiding a situation where non-resident use is subsidized by the district.

In-Season Operating Hours & After-Hours Presence

Current in-season operations require passes and lifeguards from 10:00 am to 7:00 pm daily, with staff onsite roughly 9:00 am–7:30 pm and no admission checks after 7:00 pm. Benchmarking showed that some neighboring communities have longer lifeguard or staff hours, and some provide evening park ambassador or security coverage. Internal data showed relatively low numbers of paid or passholder visits in the 5:00–7:00 pm window, and staff estimated that extending lifeguarded, fee-based operations by one additional hour would cost roughly \$9,000 per season. The Board discussed trade-offs between expanded access, revenue, and staffing costs, and the impact and expense of evening security/ambassador models used elsewhere.

Daily Admission vs. Season Pass Model

Staff reviewed the current fee structure: residents pay \$38 for a season beach pass and \$50 for 10-visit guest passes, while non-residents pay twice as much. Daily admission is \$12 for residents and \$24 for non-residents and is available only Monday–Friday after noon (weekends and mornings are pass holder/guest-only). Legally, the District may not ban non-residents but can charge a reasonably higher non-resident fee and use capacity limits for safety. Survey results from pass holders show a generally positive value

perception (though slightly declining as prices rise), and both passholder and past community surveys indicate a preference for continuing the current hybrid model that limits daily admissions to certain times. Staff highlighted that a daily-heavy model can increase revenue but tends to produce longer individual visits, increases crowds, and more dependence on favorable weather, while a pass-heavy model stabilizes revenue but can cap income potential. Board discussion focused on equity, affordability, crowding, and how fee changes might shift behavior between passes and daily admissions, especially on weekends and in relation to limited parking.

Northbrook Reciprocal Agreement

The Board reviewed the reciprocal agreement with Northbrook Park District, which Glencoe residents receive resident rates at Northbrook's outdoor pools, aquatics programs, and dog park, while Northbrook residents can purchase Glencoe beach season passes and related guest passes at the Glencoe resident rate. The District generated just under \$50,000 in revenue from Northbrook beach pass holders across approximately 1,700 visits (about \$28 per visit), while Glencoe residents have generated roughly \$11,000 for Northbrook across about 950 pool visits (around \$11 per visit). Staff and commissioners noted that Glencoe does not have its own pool or dog park, and the agreement gives Glencoe residents access to those amenities without capital or operating costs, while the beach is largely a fixed-cost operation. The Board expressed support for continuing the agreement, viewing it as a net benefit and a way to expand recreation options for Glencoe residents.

Swim Zone Size & Safety

Staff addressed survey comments regarding the expansion of the designated swim zone. The current swim area is approximately 200 feet by 50 feet, supervised by up to three lifeguards and flanked by a no-swim zone near the pier for safety and a boat launch area for paddleboards, sailboats, and kayaks. Lifeguard coverage is based on safety standards requiring lifeguards to visually scan their entire zone in 10 seconds and reach the farthest point within 20 seconds. Expanding the swim zone length would require adding a fourth lifeguard during all operating hours, at an estimated cost of roughly \$14,000–\$15,000 per season. Staff also warned that further expansion toward the boat launch would reduce maneuvering room for boats and rental users, increasing the risk of boats entering the swim area. Survey data indicate that pass holders generally perceive the swim area as sometimes busy on weekends but not consistently overcrowded. The Board discussed whether a somewhat minimal expansion would improve user experience relative to cost and boating-safety concerns and agreed to revisit options after further review.

Cart Service

The current courtesy cart golf cart operates daily from 10:00 am to 5:00 pm, transporting patrons between the upper parking area and the lower beach area. After 5:00 pm, beach managers provide ADA-related transportation upon request. Survey feedback on the courtesy cart was mostly positive, with a large majority rating the service as excellent or very good, though some respondents requested longer hours or more carts. Staff noted that additional carts are not realistic on the narrow access path and that extending hours would add cost with no corresponding revenue. Based on staffing assumptions, each additional hour of full courtesy-cart service for the season would cost roughly \$1,500 per

season. Board members expressed general satisfaction with the existing model, emphasizing the importance of maintaining ADA access after 5:00 pm, and did not indicate a desire to expand hours or add vehicles at this time.

Rocks and Sand Management

Staff reviewed current beach grooming practices and the repeated comments from some patrons about rocks in the sand and along the shoreline. The District uses a commercial rock-picker and grooms the sand roughly twice per week (typically Mondays and Fridays), requiring about three labor hours each time, and is limited to dry sand areas away from the shoreline. Rocks on the shoreline and in the near-shore water are naturally occurring, carried south by lake currents from bluff-lined areas, and cannot be fully removed. Staff noted that adding new sand requires special permitting, must match existing sand characteristics, and would be very expensive. The Board generally agreed that the underlying issue is more about expectations than operations and suggested that clearer public education, explaining the natural geology and limits of rock removal, may be the most effective response, rather than costly interventions.

Post-Season Operations & Park Ambassadors

Outside the regular Memorial Day–Labor Day season, the beach is treated as a public park. There is no dedicated beach staff, but maintenance removes trash and cleans walkways and structures in the morning, and restrooms are opened on warmer days. In the past couple of years, unseasonably warm weather in September has driven significant Sunday use, with cell-phone data suggesting a notable increase in visits compared to prior years, while weekday and Saturday levels remained consistent. Staff reported that most neighboring communities also end lifeguard operations at Labor Day and rely on a park model after, with some adding limited weekend staff or internal park ambassadors. The Board discussed options for future seasons, including adding weekend park ambassadors, a limited “skeleton crew,” or a fee structure, with the understanding that lifeguard coverage would be difficult and expensive to provide after Labor Day. Staff will develop information for further discussion, recognizing that the 2026 capital project construction schedule will disrupt post-Labor Day park availability, but information is still needed for future warm fall seasons.

Parking

Staff provided an overview of how other Northshore communities manage parking near their beaches, with a variety of models that combine resident permits, paid non-resident parking, time limits, or very limited parking capacity. Glencoe’s situation is unique, but any beach operational changes have implications for neighborhood parking and traffic. The Board also discussed broader policy pressures from state-level discussions on keeping public lakefronts accessible to non-residents. While recent legislative efforts have not advanced, staff emphasized the importance of maintaining reasonable non-resident access through controlled capacity, rather than outright prohibitions. The parking policy is under Village control, but the Park District will continue to coordinate closely with the Village.

Discussion of 2026/2027 Board Calendar: The Board reviewed the 2026–2027 meeting calendar for regular board and committee meetings. This must be officially published in the paper and online in early 2026. Due to updates to the Open Meetings Act, public meetings cannot be held on election days. This affects two standard meeting dates: the March 2026 regular board meeting and the November 2026 regular committee meeting.

For March 2026, the regular meeting falls on an election day, so the board meeting will move to the next day, Wednesday, March 18, 2026. The regular committee meeting scheduled for November 2026 falls on an election day and will be moved to the next day, Wednesday, November 4, 2026. These revised dates will be added to the remaining regularly scheduled dates and placed on the December Board meeting agenda for approval and inclusion on the consent agenda, with the understanding that changes may still occur.

Other Business: The Board has reached consensus that Commissioner Gary Hazan will represent the Park District on the Glencoe Plan Commission.

Executive Session: There was no reason to go into closed session.

Adjourn: Commissioner Reifman moved to adjourn the meeting at 9:06 PM. Commissioner Guzman seconded the motion, which passed by unanimous voice vote.

Respectfully submitted,

Lisa M. Sheppard
Secretary

III. Consent Agenda Items C:

Approval of the Bills

Glencoe Park District
December 2025 Board Meeting



Glencoe Park District

Voucher List of Bills

By Vendor DBA

Payment Dates 11/1/2025 - 11/30/2025

Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Vendor DBA: 12469 - Acoustiblok Inc.	11/14/2025	APA000059	69-00-000-5511	Noise Mitigating Panels for Shelton Pickle Ball	18,611.85
Vendor DBA 12469 - Acoustiblok Inc. Total:					18,611.85
Vendor DBA: 10098 - AFLAC	11/24/2025	21567	10-00-000-2170	Supplemental Aflac Coverage	148.10
Vendor DBA 10098 - AFLAC Total:					148.10
Vendor DBA: 11841 - Alexander Edward Sokol	11/04/2025	APA000034	25-00-000-5362	drone - Takiff Maint. Construction Project	200.00
Alexander Edward Sokol	11/14/2025	APA000060	25-00-000-5362	drone maint bldg construction	175.00
Alexander Edward Sokol	11/24/2025	APA000094	25-00-000-5362	drone - fall colors in glencoe	250.00
Vendor DBA 11841 - Alexander Edward Sokol Total:					625.00
Vendor DBA: 10864 - All About Childcare Health Ltd.	11/24/2025	APA000095	25-26-000-5387	Nurse Services - October 2025	100.00
Vendor DBA 10864 - All About Childcare Health Ltd. Total:					100.00
Vendor DBA: 12053 - Alltown Bus Service	11/03/2025	APA000002	25-25-606-5300	10.02.25 School Day Off Trip to MSI	854.00
Alltown Bus Service	11/03/2025	APA000002	25-25-606-5300	10.03.25 School Day Off Field Trip to Richardson's	1,025.00
Alltown Bus Service	11/14/2025	APA000061	25-25-606-5300	School Day Off Trip: Just For Fun Roller Rink	782.00
Alltown Bus Service	11/24/2025	APA000096	25-25-606-5300	School Day Off: Sky Zone 11.07.2025	770.00
Alltown Bus Service	11/24/2025	APA000096	25-25-606-5300	11/10/25 SDO Bus Dave & Busters	770.00
Vendor DBA 12053 - Alltown Bus Service Total:					4,201.00
Vendor DBA: 10946 - Amazon Capital Services	11/04/2025	DFT0002614	25-26-000-5403	Stickers for Belugas	12.99
Amazon Capital Services	11/04/2025	DFT0002614	25-26-000-5401	Cabinet for CJ and Sally office	132.99
Amazon Capital Services	11/04/2025	DFT0002614	10-12-000-5420	JB ground anchors for tree plaques (returned)	268.04
Amazon Capital Services	11/04/2025	DFT0002614	25-25-432-5400	Preschool Day Off Supplies	17.39
Amazon Capital Services	11/04/2025	DFT0002614	25-25-315-5400	Ceramic Tools to Replace Old/Broken Ones	99.21
Amazon Capital Services	11/04/2025	DFT0002614	25-25-615-5400	Ceramic Tools to Replace Old/Broken Ones	123.90
Amazon Capital Services	11/04/2025	DFT0002614	25-25-615-5400	5-gallon Glaze Bucket Holders	119.98
Amazon Capital Services	11/04/2025	DFT0002614	25-00-000-5582	Speakers for BAS Computer/9v Batteries	38.50
Amazon Capital Services	11/04/2025	DFT0002614	25-25-913-5400	Costume Supplies	26.59
Amazon Capital Services	11/04/2025	DFT0002614	25-25-615-5400	5-Gallon Glaze Bucket Holders	239.96
Amazon Capital Services	11/04/2025	DFT0002614	25-25-601-5400	Kids Club Shelf Storage Supplies	153.19
Amazon Capital Services	11/04/2025	DFT0002614	25-25-615-5400	Ceramic Folders	11.99
Amazon Capital Services	11/04/2025	DFT0002614	25-26-000-5403	Drop Cloth for Dolphins and Popsicles Sticks forCC	51.93
Amazon Capital Services	11/04/2025	DFT0002614	25-00-000-5420	Furniture Stops for Sensory Table Room 219	12.96
Amazon Capital Services	11/04/2025	DFT0002614	10-12-000-5497	JB foam protectors for gutter on nature play area	56.80
Amazon Capital Services	11/04/2025	DFT0002614	25-26-000-5403	Storage cubes for EC gross motor area	61.35
Amazon Capital Services	11/04/2025	DFT0002614	25-26-000-5403	speaker for turtles room	29.38

Voucher List of Bills
Payment Dates: 11/1/2025 - 11/30/2025

Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Amazon Capital Services	11/04/2025	DFT0002614	25-00-000-5412	Replacement Vacuums (4)	2,317.68
Amazon Capital Services	11/04/2025	DFT0002614	25-00-000-5420	Rec Team - Trunk Or Treat	420.05
Amazon Capital Services	11/04/2025	DFT0002614	25-00-000-5420	Trunk or Treat Supplies	56.99
Amazon Capital Services	11/04/2025	DFT0002614	25-26-000-5403	Sensory Bubble Tubes for Frogs/Turtles	199.98
Amazon Capital Services	11/04/2025	DFT0002614	25-00-000-5420	Black Folding Table	37.83
Amazon Capital Services	11/17/2025	DFT0002629	10-12-000-5421	JB. Winter bibs for david	207.89
Amazon Capital Services	11/17/2025	DFT0002629	25-26-000-5403	Classroom materials: Dolphins, Belugas & Nature	263.44
Amazon Capital Services	11/17/2025	DFT0002629	10-11-000-5420	Breakroom supplies	36.68
Amazon Capital Services	11/17/2025	DFT0002629	10-12-000-5420	Phone case for Parks Thomas	37.95
Amazon Capital Services	11/17/2025	DFT0002629	25-00-000-5401	Office supplies	5.67
Amazon Capital Services	11/17/2025	DFT0002629	25-26-000-5401	Wall window for Sally and CJ office	30.43
Amazon Capital Services	11/17/2025	DFT0002629	25-25-315-5400	Ceramic Supplies	28.56
Amazon Capital Services	11/17/2025	DFT0002629	25-25-615-5400	Ceramic Supplies	14.20
Amazon Capital Services	11/17/2025	DFT0002629	25-26-000-5401	CC Tape refill, EC CC printer	195.98
Amazon Capital Services	11/17/2025	DFT0002629	25-26-000-5409	Jelly/sun Butter Spreaders	30.39
Amazon Capital Services	11/17/2025	DFT0002629	10-12-000-5481	JB. tree plaque ground anchors	460.70
Amazon Capital Services	11/17/2025	DFT0002629	25-25-315-5400	Ceramic Instructor Safety Supplies	63.12
Amazon Capital Services	11/17/2025	DFT0002629	25-25-615-5400	Ceramic Instructor Safety Supplies	63.12
Amazon Capital Services	11/17/2025	DFT0002629	25-25-315-5400	Ceramic Supplies for Kiln	188.30
Amazon Capital Services	11/17/2025	DFT0002629	25-25-615-5400	Ceramic Supplies for Kiln	188.31
Amazon Capital Services	11/17/2025	DFT0002629	25-27-000-5412	Fitness Center Towels, Body Wash, Dispenser	133.08
Amazon Capital Services	11/17/2025	DFT0002629	25-27-000-5420	Fitness Center Towels, Body Wash, Dispenser	133.09
Amazon Capital Services	11/17/2025	DFT0002629	25-25-784-5400	Run Clock Replacement Remote	19.50
Amazon Capital Services	11/17/2025	DFT0002629	10-12-000-5421	Refund: david's bibs too large	-209.09
Amazon Capital Services	11/17/2025	DFT0002629	10-11-000-5401	Admin Office Storage Bins	81.98
Amazon Capital Services	11/17/2025	DFT0002629	25-00-000-5420	Specialty Recycling Bin	14.99
Amazon Capital Services	11/17/2025	DFT0002629	25-25-615-5400	Youth Ceramic Supplies for Bird Houses	30.36
Amazon Capital Services	11/20/2025	DFT0002631	25-25-707-5400	Basketball League Supplies	246.79
Amazon Capital Services	11/20/2025	DFT0002631	25-25-708-5400	Basketball League Supplies	105.77
Amazon Capital Services	11/20/2025	DFT0002631	25-25-784-5400	Run Club Signs	165.98
Amazon Capital Services	11/20/2025	DFT0002631	25-25-953-5400	Turkey Chase Sound System Supply	13.84
Amazon Capital Services	11/20/2025	DFT0002631	25-27-000-5420	Fitness Equipment Towels	83.91
Amazon Capital Services	11/20/2025	DFT0002631	25-26-000-5403	DB- Laminating Roll for EC Workspace	99.32
Amazon Capital Services	11/20/2025	DFT0002631	10-13-000-5412	Ice Rink Supplies	373.77
Amazon Capital Services	11/20/2025	DFT0002631	25-25-835-5400	Camp Supplies, radios and storage	788.54
Amazon Capital Services	11/20/2025	DFT0002631	25-25-953-5400	Turkey Chase and Turkey Bingo	836.90
Amazon Capital Services	11/20/2025	DFT0002631	25-00-000-5486	Replacement Booster Pump Hot Water Takiff	1,102.24
Amazon Capital Services	11/20/2025	DFT0002631	25-00-000-5401	Extra office supplies	91.86
Amazon Capital Services	11/20/2025	DFT0002631	25-00-000-5481	Remote Outlets for Sensory room	37.99
Amazon Capital Services	11/20/2025	DFT0002631	25-25-784-5400	Run Club Cups	30.21
Amazon Capital Services	11/20/2025	DFT0002631	25-26-000-5403	Book for frogs, felt board story for CC classes	49.73
Amazon Capital Services	11/20/2025	DFT0002631	25-26-000-5401	Office Door stoppers, Glove Box EC wkspace	40.56
Amazon Capital Services	11/20/2025	DFT0002631	45-00-000-5587	Storage for new NVR	1,319.72
Amazon Capital Services	11/20/2025	DFT0002631	25-26-000-5403	Preschool books	57.20

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Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Amazon Capital Services	11/20/2025	DFT0002631	25-26-000-5403	Newsprint paper(Steam Lab) & lamps for turtles	62.56
Vendor DBA 10946 - Amazon Capital Services Total:					12,015.22
Vendor DBA: 12005 -					
American Lithography and Pub..	11/03/2025	APA000003	10-13-000-5360	Ice Rink Postcard	1,081.00
American Lithography and Pub..	11/24/2025	APA000124	25-00-000-5360	Winter guide	7,361.00
Vendor DBA 12005 - American Lithography and Publishing Inc. Total:					8,442.00
Vendor DBA: 11965 -					
Amy Garber	11/14/2025	APA000063	25-25-785-5300	October Fitness Classes	967.50
Amy Garber	11/14/2025	APA000063	25-25-786-5300	October Fitness Classes	16.50
Vendor DBA 11965 - Amy Garber Total:					984.00
Vendor DBA: 10050 -					
Ancel Glink P.C.	11/24/2025	APA000097	10-11-000-5310	October Legal Services	607.50
Vendor DBA 10050 - Ancel Glink P.C. Total:					607.50
Vendor DBA: 10159 -					
Arlington Power Equipment	11/03/2025	APA000004	10-12-000-5351	New battery powered chainsaw and parts	1,235.54
Vendor DBA 10159 - Arlington Power Equipment Total:					1,235.54
Vendor DBA: 5459 -					
Ashley Martinez	11/24/2025	21562	25-00-000-5341	Reimburse: Mileage for training	15.54
Vendor DBA 5459 - Ashley Martinez Total:					15.54
Vendor DBA: 10172 -					
Becker Arena Products Inc.	11/03/2025	APA000005	10-13-000-5416	additional ice making paint-studio rink	804.14
Becker Arena Products Inc.	11/04/2025	APA000035	10-13-000-5584	rubber for runway at rink	2,496.00
Vendor DBA 10172 - Becker Arena Products Inc. Total:					3,300.14
Vendor DBA: 10179 -					
Blick Art Materials	11/04/2025	APA000036	25-25-315-5400	Summer Glaze Order Made by Natalie on 08/01/2025	96.96
Vendor DBA 10179 - Blick Art Materials Total:					96.96
Vendor DBA: 10473 -					
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5484	ADA access electronic button	404.62
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5584	Turtle Buggie and Dolphin Easel- both items broke	2,370.84
BMO Harris Bank N.A.	11/17/2025	DFT0002630	45-00-000-5587	New NVR for Camera System	1,804.99
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-25-601-5400	Kids Club Supplies & Food	16.10
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5425	Crumble Cookies- Staff Appreciation	259.92
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5730	Sam's Club Membership (EH)	15.90
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5730	Sam's Club Membership (AV)	15.90
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5342	Special Event Brainstorm Meeting bev/snacks	31.25
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5409	CC Milk Order	77.02
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5409	CC Milk Order	37.16
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5409	CC Milk Order	89.38
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-25-784-5400	Walk Run Club-OJ for event	39.92
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5409	Children's Circle Food	41.03
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5409	Children's Circle Food	37.50
BMO Harris Bank N.A.	11/17/2025	DFT0002630	65-00-025-5509	CR #2 Flooring Return	-884.20
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5360	facebook digital ad (mudrun)	107.97
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-11-000-5355	Google Workspace 10/1-10/31/25	118.66
BMO Harris Bank N.A.	11/17/2025	DFT0002630	68-00-000-5505	New gas service for maintenance	3,000.00
BMO Harris Bank N.A.	11/17/2025	DFT0002630	68-00-000-5505	new gas service for maintenance	1,500.00
BMO Harris Bank N.A.	11/17/2025	DFT0002630	68-00-000-5505	New Gas Service for Maintenance building	1,100.00

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BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5340	IL Food Handler Resonsible Training - Vesa N.	9.99
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5340	IL Food Handler Responsible Training -Jocelyn G.	9.99
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-11-000-5404	MS Licensing 9/12/25-10/11/25	415.07
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-11-000-5404	MS Licensing 9/12/25-10/11/25	12.50
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5362	Descript video software	30.00
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-11-000-5404	Scribe 10/6-10/29/25	29.01
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5425	Viator Coffee-Parent/Teacher Conf Fall25 (Final)	377.77
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-12-000-5430	JB- PPE gloves	32.82
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-12-000-5487	JB- tools for parks bags	464.60
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-12-000-5210	Parks Internet 10/9-11/8/25	217.36
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-15-000-5420	SS Sand Bag for Boat House	47.97
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5340	SS IPRA Conference	415.00
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-25-913-5400	Volunteer refreshments and supplies	34.52
BMO Harris Bank N.A.	11/17/2025	DFT0002630	10-11-000-5355	Bamboo HR 10/29-11/28/25	1,125.78
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-00-000-5362	mud run photography	343.75
BMO Harris Bank N.A.	11/17/2025	DFT0002630	65-00-025-5509	CR#2 Filoring Return	-899.85
BMO Harris Bank N.A.	11/17/2025	DFT0002630	25-26-000-5403	DB- Construction Paper Pie Closet Re-Stock	222.64
BMO Harris Bank N.A.	11/20/2025	DFT0002632	10-11-000-5340	WILS Holiday Event (ED)	45.00
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-26-000-5403	Refund: Sales Tax- Sensory Table	-48.67
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-25-785-5400	Rower Parts	98.40
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-25-797-5400	Glow Event Drinks/Ice	34.94
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-25-797-5400	Glow Event Ice/Water	10.98
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-25-601-5400	Kids Club PM- Food Craft	32.82
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-25-601-5400	Kids Club PM- Snacks	662.96
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-25-606-5300	School Day Off: Just for Fun Roller Rink	1,315.00
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-27-000-5420	Fitness Center Towels	258.32
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-00-000-5353	WasteNot Disposal Weekly Pickup 10/14/2025	42.00
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-00-000-5353	WasteNot Disposal Weekly Pickup 10/21/2025	42.00
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-00-000-5353	WasteNot Disposal Weekly Pickup 10/28/2025	42.00
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-00-000-5730	2025 IPRA Membership (EH)	265.00
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-25-606-5300	School Day Off Trip: 2/13/2026 Deposit	1,187.50
BMO Harris Bank N.A.	11/20/2025	DFT0002632	25-26-000-5401	EC Workspace Book Holders	116.45
BMO Harris Bank N.A.	11/20/2025	DFT0002632	10-11-000-5355	MS Licensing 9/12/25-10/11/25	217.00
BMO Harris Bank N.A.	11/20/2025	DFT0002632	10-13-000-5210	Weinberg Internet - 10/18/25-11/17/25	167.52
BMO Harris Bank N.A.	11/20/2025	DFT0002632	10-14-000-5425	Donuts for last day	17.95
BMO Harris Bank N.A.	11/20/2025	DFT0002632	10-11-000-5402	Chicago Tribune Digital Access -- Nov25	19.96
BMO Harris Bank N.A.	11/20/2025	DFT0002632	10-11-000-5340	IPRA Conference Registration (BJ)	415.00
Vendor DBA 10473 - BMO Harris Bank N.A. Total:					18,015.01
Vendor DBA: 12170 -					
Bronze Memorial Co Inc	11/03/2025	APA000006	10-12-000-5921	GBSA Batting Cage Plaque EXP.	436.52
Vendor DBA 12170 - Bronze Memorial Co Inc Total:					436.52
Vendor DBA: 11422 -					
Carl Rosenthal	11/24/2025	APA000099	25-25-791-5300	Fall 2025 Programs	5,814.00
Vendor DBA 11422 - Carl Rosenthal Total:					5,814.00

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Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Vendor DBA: 11704 -					
Case Lots Inc.	11/24/2025	APA000100	10-12-000-5489	parks garbage bags	449.50
Vendor DBA 11704 - Case Lots Inc. Total:					449.50
Vendor DBA: 000-26-0045 -					
Catherine Callanan Perez	11/05/2025	21553	10-00-000-4910	Refund: Rectrac transaction error	456.00
Vendor DBA 000-26-0045 - Catherine Callanan Perez Total:					456.00
Vendor DBA: 10190 -					
Ceramic Supply Chicago Inc.	11/03/2025	APA000007	25-25-315-5400	Clay Restock and Glazing Oxides	1,180.30
Ceramic Supply Chicago Inc.	11/24/2025	APA000125	25-25-315-5400	Ceramic supplies for End of Session and New	779.50
Ceramic Supply Chicago Inc.	11/24/2025	APA000125	25-25-615-5400	Ceramic supplies for End of Session and New	471.90
Vendor DBA 10190 - Ceramic Supply Chicago Inc. Total:					2,431.70
Vendor DBA: 11472 - Chi Connect					
Chi Connect	11/14/2025	APA000085	25-25-785-5300	October Fitness	277.50
Chi Connect	11/14/2025	APA000085	25-25-786-5300	October Fitness	33.00
Vendor DBA 11472 - Chi Connect Total:					310.50
Vendor DBA: 10751 -					
Chicago North Shore Conventi...	11/04/2025	APA000037	10-13-000-5360	rink ad	250.00
Vendor DBA 10751 - Chicago North Shore Convention & Visitors Bureau Total:					250.00
Vendor DBA: 11212 -					
Chicagoland Paving Contracto...	11/24/2025	APA000126	10-12-000-5585	Shelton Pathway Project	68,614.08
Chicagoland Paving Contracto...	11/24/2025	APA000126	69-00-000-5511	Shelton Racket Court Project	214,047.38
Vendor DBA 11212 - Chicagoland Paving Contractors Inc. Total:					282,661.46
Vendor DBA: 10202 -					
Classic Design Awards Inc	11/24/2025	APA000101	25-25-941-5400	Mud Run Trophy Replacement	8.30
Vendor DBA 10202 - Classic Design Awards Inc Total:					8.30
Vendor DBA: 12349 - Code Advantage					
Code Advantage	11/24/2025	APA000102	25-25-650-5300	Code Advantage - Fall 2025 Contractor Payment	11,716.47
Vendor DBA 12349 - Code Advantage Total:					11,716.47
Vendor DBA: 12178 -					
Comcast	11/14/2025	APA000065	10-14-000-5210	Beach - Fiber Line Nov25	530.00
Comcast	11/14/2025	APA000065	25-00-000-5210	Takiff - Fiber Line Nov25	825.00
Vendor DBA 12178 - Comcast Total:					1,355.00
Vendor DBA: 10208 -					
Commonwealth Edison	11/24/2025	APA000103	10-12-000-5230	Duke Park Electricity 9/29 - 10/29	34.13
Commonwealth Edison	11/24/2025	APA000103	10-12-000-5230	Friends Park Electricity 9/29 - 10/29	49.04
Vendor DBA 10208 - Commonwealth Edison Total:					83.17
Vendor DBA: 10210 -					
Conserv FS	11/24/2025	APA000104	10-12-000-5485	Ice melt	874.10
Vendor DBA 10210 - Conserv FS Total:					874.10
Vendor DBA: 12152 - Constellation Newenergy - Gas Division LLC					
Constellation Newenergy - Gas..	11/03/2025	APA000008	10-13-000-5220	Weinberg Gas - Sept25	32.73
Constellation Newenergy - Gas..	11/03/2025	APA000008	25-00-000-5220	Takiff Gas - Sept25	1,154.69
Constellation Newenergy - Gas..	11/24/2025	APA000127	10-13-000-5220	Weinberg Gas - Oct25	62.14
Constellation Newenergy - Gas..	11/24/2025	APA000127	25-00-000-5220	Takiff Gas - Oct25	1,202.46
Constellation Newenergy - Gas..	11/24/2025	APA000105	10-12-000-5220	Account ID: 13250769 Early Termination	150.00
Vendor DBA 12152 - Constellation Newenergy - Gas Division LLC Total:					2,602.02
Vendor DBA: 10212 -					
Constellation Newenergy Inc.	11/24/2025	APA000106	10-12-000-5230	1015 Green Bay Road Electricity 8/28 - 9/29	299.58

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Constellation Newenergy Inc.	11/24/2025	APA000106	10-12-000-5230	680 Greenwood Electricity 9/29 - 10/29	83.88
Constellation Newenergy Inc.	11/24/2025	APA000106	10-13-000-5230	305 Randolph Road Electricity 8/28 - 9/29	1,068.62
Constellation Newenergy Inc.	11/24/2025	APA000106	10-14-000-5230	0 S Hazel 1W Electricity 9/29 - 10/29	205.62
Constellation Newenergy Inc.	11/24/2025	APA000106	10-15-000-5230	38 Beach Road Electricity 9/29 - 10/29	124.76
Constellation Newenergy Inc.	11/24/2025	APA000106	25-00-000-5230	999 Green Bay Road Electricity 8/28 - 9/29	13,153.68
Vendor DBA 10212 - Constellation Newenergy Inc. Total:					14,936.14
Vendor DBA: 10215 -					
Craftwood Lumber Company	11/24/2025	APA000128	25-25-953-5400	Photo Op Materials	261.34
Craftwood Lumber Company	11/24/2025	APA000128	25-25-953-5400	Photo Op Materials	224.03
Vendor DBA 10215 - Craftwood Lumber Company Total:					485.37
Vendor DBA: 1168 -					
David Burkhead	11/24/2025	21563	10-12-000-5421	Reimburse: Work Boots	200.00
Vendor DBA 1168 - David Burkhead Total:					200.00
Vendor DBA: 10333 - Dermatec					
Dermatec	11/14/2025	APA000080	25-26-000-5430	Diapering Supplies	1,735.49
Vendor DBA 10333 - Dermatec Total:					1,735.49
Vendor DBA: 11708 -					
Dura bilt Fence Company II Inc.	11/24/2025	APA000129	10-12-000-5585	Berlin dugout repairs	995.00
Vendor DBA 11708 - Dura bilt Fence Company II Inc. Total:					995.00
Vendor DBA: 12394 -					
Empire Printing LLC	11/04/2025	APA000038	25-25-653-5401	Broadway Bound Annie Jr T- shirts	473.86
Empire Printing LLC	11/14/2025	APA000066	10-12-000-5421	uniforms-carhart winter gear	1,516.19
Vendor DBA 12394 - Empire Printing LLC Total:					1,990.05
Vendor DBA: 11911 -					
ePact Network	11/03/2025	APA000009	25-00-000-1300	Pgm. Part. Paperwork Software 3/1/26 - 9/30/26	3,480.00
ePact Network	11/03/2025	APA000009	25-25-601-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	390.88
ePact Network	11/03/2025	APA000009	25-25-801-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	390.88
ePact Network	11/03/2025	APA000009	25-25-803-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	156.35
ePact Network	11/03/2025	APA000009	25-25-809-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	136.81
ePact Network	11/03/2025	APA000009	25-25-810-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	332.25
ePact Network	11/03/2025	APA000009	25-25-812-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	78.18
ePact Network	11/03/2025	APA000009	25-25-813-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	117.26
ePact Network	11/03/2025	APA000009	25-25-827-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	566.78
ePact Network	11/03/2025	APA000009	25-25-828-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	527.69
ePact Network	11/03/2025	APA000009	25-25-833-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	390.88
ePact Network	11/03/2025	APA000009	25-25-835-5300	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	312.70
ePact Network	11/03/2025	APA000009	25-26-000-1300	Pgm. Part. Paperwork Software 3/1/26 - 9/30/26	611.20
ePact Network	11/03/2025	APA000009	25-26-000-5404	Pgm. Part. Paperwork Software 10/1/25 - 2/28/26	508.14
Vendor DBA 11911 - ePact Network Total:					8,000.00
Vendor DBA: 10207 -					
F.E. Moran Inc.	11/24/2025	APA000130	25-00-000-5355	Fire Panel Troubleshooting	890.00

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F.E. Moran Inc.	11/24/2025	APA000130	25-00-000-5355	Fire Suppression Service	5,040.00
Vendor DBA 10207 - F.E. Moran Inc. Total:					5,930.00
Vendor DBA: 10069 -					
Fleck's Landscaping	11/24/2025	APA000107	10-14-000-5586	flecks clean up at beach and boathouse	7,000.00
Fleck's Landscaping	11/24/2025	APA000107	10-15-000-5586	flecks clean up at beach and boathouse	5,076.80
Vendor DBA 10069 - Fleck's Landscaping Total:					12,076.80
Vendor DBA: 10570 - FP Mailing Solutions					
FP Mailing Solutions	11/14/2025	APA000067	10-11-000-5370	Quarterly postage machine rental oct-dec25	171.00
Vendor DBA 10570 - FP Mailing Solutions Total:					171.00
Vendor DBA: 10626 -					
Frog Lady Presentations	11/03/2025	APA000010	25-25-913-5300	Performance	600.00
Vendor DBA 10626 - Frog Lady Presentations Total:					600.00
Vendor DBA: 10451 -					
G & O Thermal Supply Co	11/14/2025	APA000068	10-13-000-5357	r22 for ice rink	2,970.00
Vendor DBA 10451 - G & O Thermal Supply Co Total:					2,970.00
Vendor DBA: 12012 - Gracie Atlan Photography LLC					
Gracie Atlan Photography LLC	11/14/2025	APA000069	25-00-000-5362	event photos	1,400.00
Gracie Atlan Photography LLC	11/14/2025	APA000069	25-00-000-5362	event photos	1,400.00
Vendor DBA 12012 - Gracie Atlan Photography LLC Total:					2,800.00
Vendor DBA: 10370 -					
Grainger Inc.	11/03/2025	APA000011	10-12-000-5430	ppe- chainsaw	588.93
Grainger Inc.	11/03/2025	APA000011	10-13-000-5416	ice making supplies- sprayer pump, and gloves	383.12
Grainger Inc.	11/04/2025	APA000039	25-26-000-5412	Diaper Can and Mop Heads	597.20
Grainger Inc.	11/04/2025	APA000039	10-12-000-5487	JB-tools, winterizing tools	337.11
Grainger Inc.	11/24/2025	APA000108	10-12-000-5485	JB- liquid ice melt	92.48
Grainger Inc.	11/24/2025	APA000108	25-00-000-5484	LED Plug and Play Bulbs for Dance Studio	1,134.00
Vendor DBA 10370 - Grainger Inc. Total:					3,132.84
Vendor DBA: 3132 -					
Grant Gilchrist	11/24/2025	21564	10-11-000-5341	Reimburse: Mileage for PDRMA RMI	50.12
Vendor DBA 3132 - Grant Gilchrist Total:					50.12
Vendor DBA: 12357 - GYMGUIZ North Shore					
GYMGUIZ North Shore	11/14/2025	APA000075	25-27-000-5365	October Fitness Classes	847.00
Vendor DBA 12357 - GYMGUIZ North Shore Total:					847.00
Vendor DBA: 11282 -					
Hacienda Landscaping	11/14/2025	APA000070	69-00-000-5518	Milton Park Pay app #1	54,561.60
Vendor DBA 11282 - Hacienda Landscaping Total:					54,561.60
Vendor DBA: 10381 -					
Highland Park Electric Inc.	11/24/2025	APA000109	25-00-000-5582	Service Call: Backup Generator Switch	302.50
Vendor DBA 10381 - Highland Park Electric Inc. Total:					302.50
Vendor DBA: 10596 - Hitchcock Design Group					
Hitchcock Design Group	11/14/2025	APA000071	69-00-000-5505	west design Oct 2025	10,535.00
Vendor DBA 10596 - Hitchcock Design Group Total:					10,535.00
Vendor DBA: 10068 -					
Hot Shots Sports	11/03/2025	APA000012	25-25-746-5300	Day Off Sports Camps 10/2 - 10/3	637.00
Hot Shots Sports	11/04/2025	APA000040	25-25-746-5300	Day Off Camp 10/13	392.00
Hot Shots Sports	11/24/2025	APA000110	25-25-748-5300	Fire/Storm Basketball Clinics	2,987.60
Vendor DBA 10068 - Hot Shots Sports Total:					4,016.60
Vendor DBA: 11736 -					
HSA Bank a division of Webster..	11/14/2025	DFT0002617	10-00-000-2176	HSA Bank	1,317.67

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HSA Bank a division of Webster...	11/28/2025	DFT0002633	10-00-000-2176	HSA Bank	1,317.67
Vendor DBA 11736 - HSA Bank a division of Webster Bank N.A. Total:					2,635.34
Vendor DBA: 10100 -					
IL Dept of Revenue	11/14/2025	DFT0002621	10-00-000-2110	IL State Tax W/H	8,340.48
IL Dept of Revenue	11/24/2025	DFT0002639	10-00-000-2090	IL State WH - D. Bayer	18.58
IL Dept of Revenue	11/28/2025	DFT0002637	10-00-000-2110	IL State Tax W/H	8,677.93
Vendor DBA 10100 - IL Dept of Revenue Total:					17,036.99
Vendor DBA: 10101 -					
Illinois Municipal Retirement ...	11/30/2025	DFT0002644	10-00-000-2150	IMRF - October 2025	57,781.14
Illinois Municipal Retirement ...	11/30/2025	DFT0002644	10-00-000-2155	IMRF - October 2025	7,243.98
Illinois Municipal Retirement ...	11/30/2025	DFT0002645	10-00-000-2150	IMRF - October 2025 addtl	217.10
Vendor DBA 10101 - Illinois Municipal Retirement Fund Total:					65,242.22
Vendor DBA: 12464 -					
Imagination Playground LLC	11/24/2025	APA000131	25-26-000-5403	DB- Big Blue Blocks STEAM Lab	2,954.99
Vendor DBA 12464 - Imagination Playground LLC Total:					2,954.99
Vendor DBA: 10106 -					
IRS/Dept of Treasury	11/14/2025	DFT0002619	10-00-000-2120	Social Security W/H	21,935.12
IRS/Dept of Treasury	11/14/2025	DFT0002620	10-00-000-2130	Medicare	5,451.40
IRS/Dept of Treasury	11/14/2025	DFT0002622	10-00-000-2100	Fed Income Tax W/H	14,629.36
IRS/Dept of Treasury	11/24/2025	DFT0002640	10-00-000-2100	FED WH - D. Bayer	12.91
IRS/Dept of Treasury	11/24/2025	DFT0002640	10-00-000-2120	SS WH - D. Bayer	48.72
IRS/Dept of Treasury	11/24/2025	DFT0002640	10-00-000-2130	MED WH - D. Bayer	11.40
IRS/Dept of Treasury	11/28/2025	DFT0002635	10-00-000-2120	Social Security W/H	22,818.00
IRS/Dept of Treasury	11/28/2025	DFT0002636	10-00-000-2130	Medicare	5,662.54
IRS/Dept of Treasury	11/28/2025	DFT0002638	10-00-000-2100	Fed Income Tax W/H	15,201.65
Vendor DBA 10106 - IRS/Dept of Treasury Total:					85,771.10
Vendor DBA: 12304 - Jamberry Music					
Jamberry Music	11/24/2025	APA000135	25-25-414-5300	Jamberry Music Fall Session 9/9-10/28/2025	1,715.00
Vendor DBA 12304 - Jamberry Music Total:					1,715.00
Vendor DBA: 000-26-0046 -					
James Coplan	11/05/2025	21554	25-00-000-2580	Refund: Personal Training	640.00
Vendor DBA 000-26-0046 - James Coplan Total:					640.00
Vendor DBA: 0808 -					
Jared Barchenger	11/24/2025	21565	10-12-000-5421	Reimburse: Work Boots	200.00
Vendor DBA 0808 - Jared Barchenger Total:					200.00
Vendor DBA: 000-26-0047 -					
Jim Bittman	11/05/2025	21555	25-00-000-2580	Refund: Personal Training	560.00
Vendor DBA 000-26-0047 - Jim Bittman Total:					560.00
Vendor DBA: 11632 - Jonathan Knipping Physical Therapy and Wellness LLC					
Jonathan Knipping Physical Th...	11/14/2025	APA000072	25-25-786-5300	October Fitness Classes	56.25
Vendor DBA 11632 - Jonathan Knipping Physical Therapy and Wellness LLC Total:					56.25
Vendor DBA: 10089 -					
Julie Kaplan	11/14/2025	APA000073	25-25-785-5300	October Fitness Classes	489.38
Julie Kaplan	11/14/2025	APA000073	25-25-786-5300	October Fitness Classes	99.00
Vendor DBA 10089 - Julie Kaplan Total:					588.38
Vendor DBA: 12470 -					
Jump Guy Inflatables & Games...	11/18/2025	21558	25-25-901-5300	Mini golf and inflatables	1,691.00
Vendor DBA 12470 - Jump Guy Inflatables & Games Inc. Total:					1,691.00
Vendor DBA: 12400 - Kid Links Unlimited Inc.					
Kid Links Unlimited Inc.	11/04/2025	21552	25-26-000-5340	In-service speaker 11/7/2025	2,000.00
Vendor DBA 12400 - Kid Links Unlimited Inc. Total:					2,000.00
Vendor DBA: 10404 -					
Konica Minolta Business Solut...	11/14/2025	APA000074	25-00-000-5355	Knuckle maintenance agreement Oct25	223.00

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Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Konica Minolta Business Solut...	11/14/2025	APA000074	10-11-000-5355	Admin maintenance agreement oct25	84.50
Vendor DBA 10404 - Konica Minolta Business Solutions USA Inc. Total:					307.50
Vendor DBA: 12208 -					
L6 Technology Inc.	11/04/2025	APA000042	10-11-000-5355	Printer Support November 2025	61.60
L6 Technology Inc.	11/04/2025	APA000042	10-12-000-5210	VOIP 11/29 - 12/28/2025	21.50
L6 Technology Inc.	11/04/2025	APA000042	10-13-000-5210	VOIP 11/29 - 12/28/2025	117.00
L6 Technology Inc.	11/04/2025	APA000042	10-14-000-5210	VOIP 11/29 - 12/28/2025	91.50
L6 Technology Inc.	11/04/2025	APA000042	25-00-000-5210	VOIP 11/29 - 12/28/2025	1,285.50
Vendor DBA 12208 - L6 Technology Inc. Total:					1,577.10
Vendor DBA: 12460 - Lakeshore Athletic Services Inc.					
Lakeshore Athletic Services Inc.	11/03/2025	APA000013	25-25-941-5300	Chip Timing	2,283.50
Vendor DBA 12460 - Lakeshore Athletic Services Inc. Total:					2,283.50
Vendor DBA: 11200 - Lakeshore Recycling Systems LLC					
Lakeshore Recycling Systems L...	11/03/2025	APA000016	10-13-000-5353	Weinberg Garbage/Recycle - Nov25	446.14
Lakeshore Recycling Systems L...	11/03/2025	APA000016	10-12-000-5353	Maintenance Yard Garbage/Recycle - Nov25	1,835.06
Lakeshore Recycling Systems L...	11/03/2025	APA000016	25-00-000-5353	Takiff Garbage/Recycle Nov25	701.81
Lakeshore Recycling Systems L...	11/24/2025	APA000133	10-13-000-5353	Weinberg Garbage/Recycle - Dec25	446.14
Lakeshore Recycling Systems L...	11/24/2025	APA000133	10-12-000-5353	Maintenance Yard Garbage/Recycle - Dec25	544.82
Lakeshore Recycling Systems L...	11/24/2025	APA000133	25-00-000-5353	Takiff Garbage/Recycle - Dec25	701.81
Vendor DBA 11200 - Lakeshore Recycling Systems LLC Total:					4,675.78
Vendor DBA: 11909 -					
LifeSport Management Inc	11/24/2025	APA000111	25-25-791-5300	Fall Adult Pickleball	1,310.40
LifeSport Management Inc	11/24/2025	APA000111	25-25-775-5300	Fall Tennis Programming	7,744.10
Vendor DBA 11909 - LifeSport Management Inc Total:					9,054.50
Vendor DBA: 000-26-0044 -					
Lindsey Pompizzi	11/03/2025	APA000014	25-00-000-2580	Refund: Dolphins Tuition	1,420.00
Vendor DBA 000-26-0044 - Lindsey Pompizzi Total:					1,420.00
Vendor DBA: 12448 -					
LionHeart Critical Power Speci...	11/24/2025	APA000112	25-00-000-5351	Generator Repairs	771.21
Vendor DBA 12448 - LionHeart Critical Power Specialist Inc Total:					771.21
Vendor DBA: 12291 -					
Low Voltage Solutions Inc	11/03/2025	APA000015	25-00-000-5352	Door 6 Swipe Repairs	925.00
Low Voltage Solutions Inc	11/24/2025	APA000132	10-12-000-5352	swipe access repair	1,705.00
Vendor DBA 12291 - Low Voltage Solutions Inc Total:					2,630.00
Vendor DBA: 9190 -					
Matt Walker	11/24/2025	21566	10-12-000-5340	Reimburse: NRPA Conf. Transportation	28.68
Vendor DBA 9190 - Matt Walker Total:					28.68
Vendor DBA: 10174 -					
MCI	11/04/2025	APA000043	25-00-000-5210	Long Distance Phone Svc 10/22 - 11/22/2025	69.10
Vendor DBA 10174 - MCI Total:					69.10
Vendor DBA: 11319 -					
Monica McCarthy O'Connor	11/14/2025	APA000076	25-25-785-5300	October Fitness Classes	512.63
Monica McCarthy O'Connor	11/14/2025	APA000076	25-25-786-5300	October Fitness Classes	66.00
Vendor DBA 11319 - Monica McCarthy O'Connor Total:					578.63
Vendor DBA: 11891 - Monkee Paint					
Monkee Paint	11/03/2025	APA000028	25-25-913-5300	Face Painting	1,400.00
Vendor DBA 11891 - Monkee Paint Total:					1,400.00
Vendor DBA: 10213 -					
Mutual Ace Hardware	11/04/2025	APA000044	10-12-000-5487	multiple tools	152.96

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Mutual Ace Hardware	11/04/2025	APA000044	10-12-000-5420	caulk for memorial plaque	19.42
Mutual Ace Hardware	11/14/2025	APA000077	10-12-000-5487	tools-parks	406.28
Mutual Ace Hardware	11/24/2025	APA000134	10-12-000-5486	Plumbing Parts Tee and Adapters	34.48
Mutual Ace Hardware	11/24/2025	APA000134	10-12-000-5412	Drill bits, Socket Adapter	29.98
Mutual Ace Hardware	11/24/2025	APA000134	10-12-000-5420	Misc. supplies	83.35
Vendor DBA 10213 - Mutual Ace Hardware Total:					726.47
Vendor DBA: 10762 - Nameplate & Panel Technology					
Nameplate & Panel Technology	11/24/2025	APA000113	10-12-000-5585	Boumgarden Bench Plaque	39.64
Nameplate & Panel Technology	11/24/2025	APA000138	10-12-000-5585	Jack Levie Plaque	43.00
Vendor DBA 10762 - Nameplate & Panel Technology Total:					82.64
Vendor DBA: 11812 - Nanny Nikki Music LLC					
Nanny Nikki Music LLC	11/03/2025	APA000017	25-25-913-5300	Live Music	550.00
Vendor DBA 11812 - Nanny Nikki Music LLC Total:					550.00
Vendor DBA: 11926 -					
National Benefit Services LLC	11/30/2025	DFT0002646	10-11-000-5313	FSA Fees - OCT25	75.00
National Benefit Services LLC	11/30/2025	DFT0002647	10-00-000-2174	FSA Funding - OCT25	202.49
Vendor DBA 11926 - National Benefit Services LLC Total:					277.49
Vendor DBA: 11436 - National Center for Safety Initiatives LLC					
National Center for Safety Init...	11/14/2025	APA000086	45-00-000-5335	Background Check - October 2025	296.00
Vendor DBA 11436 - National Center for Safety Initiatives LLC Total:					296.00
Vendor DBA: 10103 -					
NCPERS Group Life Ins	11/11/2025	21556	10-00-000-2160	IMRF Life-#03298	48.00
Vendor DBA 10103 - NCPERS Group Life Ins Total:					48.00
Vendor DBA: 10888 -					
New Trier Hockey Club	11/18/2025	21559	10-13-000-5360	New Trier Hockey Book Marketing	500.00
Vendor DBA 10888 - New Trier Hockey Club Total:					500.00
Vendor DBA: 10224 -					
North Shore Gas Company	11/03/2025	APA000018	10-12-000-5220	Parks Yard 001 Natural Gas 8/26 - 9/23/25	71.25
North Shore Gas Company	11/03/2025	APA000018	10-14-000-5220	Beach House Natural Gas 8/26 - 9/23/2025	55.17
North Shore Gas Company	11/03/2025	APA000018	10-12-000-5220	Parks Yard 005 Natural Gas 8/26 - 9/25/2025	94.92
North Shore Gas Company	11/03/2025	APA000018	10-13-000-5220	Weinberg Natural Gas - Sept25	157.73
North Shore Gas Company	11/03/2025	APA000018	25-00-000-5220	Takiff Natural Gas - Sept25	1,123.76
North Shore Gas Company	11/04/2025	APA000046	10-12-000-5220	Parks Yard 001 Natural Gas 9/24 - 10/22/2025	89.73
North Shore Gas Company	11/04/2025	APA000046	10-14-000-5220	Beach House Natural Gas 9/24 - 10/22/2025	55.78
North Shore Gas Company	11/24/2025	APA000136	10-13-000-5220	Weinberg Natural Gas - Oct25	179.55
North Shore Gas Company	11/24/2025	APA000136	25-00-000-5220	Takiff Natural Gas - Oct25	1,181.87
Vendor DBA 10224 - North Shore Gas Company Total:					3,009.76
Vendor DBA: 10776 -					
Nutoys Leisure Products Inc.	11/03/2025	APA000019	10-12-000-5497	new chains for woodlawn zipline swings	1,581.00
Vendor DBA 10776 - Nutoys Leisure Products Inc. Total:					1,581.00
Vendor DBA: 12147 -					
Ooma Inc.	11/03/2025	APA000020	25-00-000-5210	Air Dialer/Efax - Oct 25	254.06
Ooma Inc.	11/03/2025	APA000020	25-26-000-5210	Air Dialer/Efax - Oct 25	14.99
Vendor DBA 12147 - Ooma Inc. Total:					269.05
Vendor DBA: 10235 -					
Otis Elevator Company	11/24/2025	APA000137	25-00-000-5355	Takiff Elevator Monthly Maint.- Dec25	608.67
Vendor DBA 10235 - Otis Elevator Company Total:					608.67

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Vendor DBA: 10242 -					
PDRMA	11/04/2025	APA000047	10-11-000-5600	Health Insurance - October 2025	16,957.53
PDRMA	11/04/2025	APA000047	10-12-000-5600	Health Insurance - October 2025	12,343.91
PDRMA	11/04/2025	APA000047	10-13-000-5600	Health Insurance - October 2025	339.97
PDRMA	11/04/2025	APA000047	10-14-000-5600	Health Insurance - October 2025	339.97
PDRMA	11/04/2025	APA000047	10-15-000-5600	Health Insurance - October 2025	339.97
PDRMA	11/04/2025	APA000047	25-00-000-5600	Health Insurance - October 2025	19,780.30
PDRMA	11/04/2025	APA000047	25-26-000-5600	Health Insurance - October 2025	20,906.45
PDRMA	11/04/2025	APA000047	25-27-000-5600	Health Insurance - October 2025	101.94
Vendor DBA 10242 - PDRMA Total:					71,110.04
Vendor DBA: 10248 -					
Pioneer Press	11/03/2025	APA000021	10-00-000-1300	Glencoe News 3/1/2026 - 5/13/2026	19.00
Pioneer Press	11/03/2025	APA000021	10-11-000-5402	Glencoe News 11/14/2025 - 2/28/2026	26.99
Vendor DBA 10248 - Pioneer Press Total:					45.99
Vendor DBA: 10919 -					
Pizzo & Associates Ltd.	11/14/2025	APA000078	10-12-000-5350	Stewardship November	1,999.99
Vendor DBA 10919 - Pizzo & Associates Ltd. Total:					1,999.99
Vendor DBA: 10517 - Play-Well TEKnologies					
Play-Well TEKnologies	11/03/2025	APA000031	25-25-694-5300	Lego School Day Off - 10/13/2025	568.40
Play-Well TEKnologies	11/24/2025	APA000120	25-25-694-5300	11/7/25 - Lego School Day Off	974.40
Vendor DBA 10517 - Play-Well TEKnologies Total:					1,542.80
Vendor DBA: 10269 - PremiStar - North					
PremiStar - North	11/03/2025	APA000030	10-13-000-5355	WB Refrig Mo Maint - Nov25	348.63
PremiStar - North	11/14/2025	APA000088	10-13-000-5581	ice rink pre season work for start up	1,749.72
Vendor DBA 10269 - PremiStar - North Total:					2,098.35
Vendor DBA: 10090 -					
Pride Dojo Inc.	11/24/2025	APA000114	25-25-725-5300	Fall 2025 Programs - 2nd half payment	2,898.00
Vendor DBA 10090 - Pride Dojo Inc. Total:					2,898.00
Vendor DBA: 10434 -					
Pupils Vision & Hearing Testin...	11/04/2025	APA000048	25-26-000-4910	Children's Circle Vision and Hearing	1,155.00
Vendor DBA 10434 - Pupils Vision & Hearing Testing Inc Total:					1,155.00
Vendor DBA: 11673 - PUREi					
PUREi	11/14/2025	APA000079	25-00-000-5321	Website updates	225.45
Vendor DBA 11673 - PUREi Total:					225.45
Vendor DBA: 12452 - R&R Specialties of Wisconsin					
R&R Specialties of Wisconsin	11/24/2025	APA000144	10-13-000-5356	Zamboni Parts	1,848.73
Vendor DBA 12452 - R&R Specialties of Wisconsin Total:					1,848.73
Vendor DBA: 11593 -					
Reading Rookies LLC	11/24/2025	APA000139	25-25-450-5300	DB- Reading Rookies Fall Sept 8-Dec 15 2025	3,429.00
Vendor DBA 11593 - Reading Rookies LLC Total:					3,429.00
Vendor DBA: 10375 -					
Record-A-Hit	11/03/2025	APA000022	25-25-913-5300	Inflatables - Final 50%	1,350.00
Record-A-Hit	11/24/2025	APA000140	25-25-954-5300	Visit With Santa Pic Service	500.00
Vendor DBA 10375 - Record-A-Hit Total:					1,850.00

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Vendor DBA: 11486 -					
Red Feather Painting Inc.	11/24/2025	APA000115	10-13-000-5588	Stairwell Painting at Weinberg	2,450.00
Vendor DBA 11486 - Red Feather Painting Inc. Total:					2,450.00
Vendor DBA: 10263 -					
Red's Garden Center Inc.	11/24/2025	APA000141	10-12-000-5490	Replacement Tree (Weinberg)	990.00
Red's Garden Center Inc.	11/24/2025	APA000141	69-00-000-5518	Milton Boulder	155.99
Vendor DBA 10263 - Red's Garden Center Inc. Total:					1,145.99
Vendor DBA: 10266 -					
Reliable Fire & Security	11/24/2025	APA000142	10-13-000-5355	Annual Fire Inspection 11/13/2025	1,730.00
Vendor DBA 10266 - Reliable Fire & Security Total:					1,730.00
Vendor DBA: 10427 -					
Rink Systems	11/24/2025	APA000116	10-13-000-5417	ice rink board repairs	2,920.00
Vendor DBA 10427 - Rink Systems Total:					2,920.00
Vendor DBA: 10767 -					
Rite Portable Restroom Corp	11/03/2025	APA000023	10-12-000-5353	Watts Park Portable Restroom	99.00
Rite Portable Restroom Corp	11/03/2025	APA000023	10-12-000-5353	West Park Portable Restroom	99.00
Rite Portable Restroom Corp	11/03/2025	APA000023	10-12-000-5353	Duke Park Portable Restroom	135.00
Vendor DBA 10767 - Rite Portable Restroom Corp Total:					333.00
Vendor DBA: 10271 -					
Russo's Power Equipment Inc.	11/03/2025	APA000025	10-12-000-5351	New battery powered chainsaw and parts	1,027.96
Russo's Power Equipment Inc.	11/03/2025	APA000025	10-12-000-5351	chainsaw chains/oil	117.95
Vendor DBA 10271 - Russo's Power Equipment Inc. Total:					1,145.91
Vendor DBA: 10654 -					
Sandra K Culver	11/14/2025	APA000082	25-25-785-5300	October Fitness Classes	154.50
Vendor DBA 10654 - Sandra K Culver Total:					154.50
Vendor DBA: 10515 - Sarah Hall Theatre Company					
Sarah Hall Theatre Company	11/24/2025	APA000117	25-25-601-5300	Kids Club Enrichment - Oct25	900.00
Vendor DBA 10515 - Sarah Hall Theatre Company Total:					900.00
Vendor DBA: 12235 -					
SavATree LLC	11/04/2025	APA000049	10-12-000-5590	veteran's Oak removal (2) and pruning	16,104.75
SavATree LLC	11/14/2025	APA000083	10-12-000-5590	tree trimming at triangle park/greenbay and harbor	14,590.25
SavATree LLC	11/14/2025	APA000083	10-12-000-5590	stump grinding at structure park	420.00
SavATree LLC	11/14/2025	APA000083	10-12-000-5590	tree trimming/one removal near 400 greenbay	4,366.00
SavATree LLC	11/14/2025	APA000083	10-12-000-5590	stump grinding at veterans	320.00
Vendor DBA 12235 - SavATree LLC Total:					35,801.00
Vendor DBA: 10279 -					
Sherwin-Williams Company	11/04/2025	APA000050	10-12-000-5481	painting supplies for 4 squares park pathway watts	59.08
Sherwin-Williams Company	11/14/2025	APA000084	10-12-000-5497	paint supplies for weinberg 4 square game	93.29
Sherwin-Williams Company	11/24/2025	APA000143	10-12-000-5481	Paint for Park Sign	121.90
Vendor DBA 10279 - Sherwin-Williams Company Total:					274.27
Vendor DBA: 12163 - Signarama Northbrook					
Signarama Northbrook	11/04/2025	APA000045	25-26-000-5360	SIGNAGE	725.00
Signarama Northbrook	11/04/2025	APA000045	10-13-000-5360	signage	150.00
Signarama Northbrook	11/04/2025	APA000045	25-00-000-5360	signage	526.28
Vendor DBA 12163 - Signarama Northbrook Total:					1,401.28
Vendor DBA: 11609 - Soccer Shots North Shore Chicago					
Soccer Shots North Shore Chic...	11/24/2025	APA000098	25-25-706-5300	Fall Programming	2,520.00
Vendor DBA 11609 - Soccer Shots North Shore Chicago Total:					2,520.00

Voucher List of Bills
Payment Dates: 11/1/2025 - 11/30/2025

Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Vendor DBA: 12461 -					
Stanley Steemer International ...	11/04/2025	APA000051	25-00-000-5350	Carpet Cleaning Takiff Shutdown	2,203.00
Vendor DBA 12461 - Stanley Steemer International Inc. Total:					2,203.00
Vendor DBA: 11906 - Staples Contract & Commercial LLC					
Staples Contract & Commercia...	11/04/2025	APA000052	25-00-000-5401	Front desk printer ink	122.06
Vendor DBA 11906 - Staples Contract & Commercial LLC Total:					122.06
Vendor DBA: 10108 -					
State Disbursement Unit	11/11/2025	21557	10-00-000-2190	A Perry,FIPS#1703100/2017D009 0954,355-78-3181	153.29
State Disbursement Unit	11/11/2025	21557	10-00-000-2190	O Murillo,FIPS#1709700/18-D0001072	271.84
State Disbursement Unit	11/24/2025	21568	10-00-000-2190	A Perry,FIPS#1703100/2017D009 0954,355-78-3181	153.29
State Disbursement Unit	11/24/2025	21568	10-00-000-2190	O Murillo,FIPS#1709700/18-D0001072	271.84
Vendor DBA 10108 - State Disbursement Unit Total:					850.26
Vendor DBA: 11698 -					
Susan Salidor	11/04/2025	APA000053	25-26-000-5386	DB- Ms. Susan Music Specialist Oct25	1,750.00
Susan Salidor	11/24/2025	APA000145	25-26-000-5386	DB- Miss Susan Music Classes Nov 2025	1,050.00
Vendor DBA 11698 - Susan Salidor Total:					2,800.00
Vendor DBA: 10291 -					
Swank Motion Pictures Inc	11/03/2025	APA000026	25-25-928-5300	Movie License - Hocus Pocus 10/17/2025	510.00
Vendor DBA 10291 - Swank Motion Pictures Inc Total:					510.00
Vendor DBA: 11414 -					
Sysco Chicago Inc.	11/03/2025	APA000027	25-26-000-5409	Sun Butter	61.99
Sysco Chicago Inc.	11/03/2025	APA000027	25-26-000-5409	Children' Circle -sunbutter - drop ship	61.99
Sysco Chicago Inc.	11/04/2025	APA000054	25-25-784-5400	Run/Walk Club	79.95
Sysco Chicago Inc.	11/04/2025	APA000054	25-26-000-5409	Children's Circle Food	1,354.54
Sysco Chicago Inc.	11/04/2025	APA000054	25-26-000-5409	Sysco -credit	-40.00
Sysco Chicago Inc.	11/14/2025	APA000087	25-26-000-5409	Children's Circle - Food	1,740.35
Sysco Chicago Inc.	11/24/2025	APA000146	25-26-000-5409	Sysco Drop ship - CC supplies	13.78
Sysco Chicago Inc.	11/24/2025	APA000118	25-26-000-5409	Credit - Sysco	-40.00
Sysco Chicago Inc.	11/24/2025	APA000118	25-25-784-5400	Walk/Run Club Food	44.99
Sysco Chicago Inc.	11/24/2025	APA000118	25-26-000-5409	Children's Circle Food	1,243.44
Sysco Chicago Inc.	11/24/2025	APA000118	25-26-000-5460	Gloves	32.50
Vendor DBA 11414 - Sysco Chicago Inc. Total:					4,553.53
Vendor DBA: 11741 -					
Taste For Kids Inc.	11/24/2025	APA000119	25-26-000-5385	CC Lunches from Taste for Kids	10,079.75
Vendor DBA 11741 - Taste For Kids Inc. Total:					10,079.75
Vendor DBA: 11504 - The Art Supply Junkie LLC					
The Art Supply Junkie LLC	11/04/2025	APA000041	25-25-614-5300	Crafting with Kim First Payment - Fall 2025	2,523.50
Vendor DBA 11504 - The Art Supply Junkie LLC Total:					2,523.50
Vendor DBA: 12027 - The Illinois Baseball Academy LLC					
The Illinois Baseball Academy ...	11/14/2025	APA000089	25-25-701-5300	2025 Fall Invoice	1,568.00
Vendor DBA 12027 - The Illinois Baseball Academy LLC Total:					1,568.00
Vendor DBA: 10209 -					
The Mulch Center	11/03/2025	APA000029	10-12-000-5493	dirt for turf restoration-multiple areas	272.00
The Mulch Center	11/04/2025	APA000055	10-12-000-5493	turf restoration at multiple parks	105.60
Vendor DBA 10209 - The Mulch Center Total:					377.60

Voucher List of Bills
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Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Vendor DBA: 12315 -					
The New York State Office of ...	11/20/2025	21561	25-26-000-5335	Background Check - Laura E. Perkins	95.00
Vendor DBA 12315 - The New York State Office of Court Adminstration Total:					95.00
Vendor DBA: 10302 -					
Uline Inc.	11/14/2025	APA000090	10-13-000-5416	ice making paint transfer pump	721.84
Vendor DBA 10302 - Uline Inc. Total:					721.84
Vendor DBA: 10705 -					
UMB Bank NA	11/14/2025	APA000091	40-00-000-5331	Paying Agent Fees	371.00
UMB Bank NA	11/17/2025	DFT0002643	40-00-000-5000	2015 Refunding Bonds - Final Payment Principal	1,005,000.00
UMB Bank NA	11/17/2025	DFT0002643	40-00-000-5000	2020 Bonds - Principal	205,000.00
UMB Bank NA	11/17/2025	DFT0002643	40-00-000-5010	2015 Refunding Bonds - Final Payment Interest	15,075.00
UMB Bank NA	11/17/2025	DFT0002643	40-00-000-5010	2025 Bonds - Interest	489,550.99
UMB Bank NA	11/17/2025	DFT0002643	40-00-000-5010	2020 Bonds - Interest	37,025.00
Vendor DBA 10705 - UMB Bank NA Total:					1,752,021.99
Vendor DBA: 12158 -					
Upland Design Ltd	11/04/2025	APA000056	69-00-000-5517	Milton Design Services	2,668.00
Upland Design Ltd	11/24/2025	APA000147	68-00-000-5510	FEB-JUL Glencoe Beach Playground Design	4,801.40
Vendor DBA 12158 - Upland Design Ltd Total:					7,469.40
Vendor DBA: 12168 - Vanguard Cleaning Systems of Chicago					
Vanguard Cleaning Systems of...	11/03/2025	APA000024	10-14-000-5350	Beach Custodial - Sept 15-19	343.30
Vanguard Cleaning Systems of...	11/14/2025	APA000081	10-13-000-5354	Janitorial Services - Nov25	1,610.00
Vanguard Cleaning Systems of...	11/14/2025	APA000081	25-00-000-5354	Janitorial Services - nov25	2,660.50
Vanguard Cleaning Systems of...	11/14/2025	APA000081	25-26-000-5355	Janitorial Services - nov25	469.50
Vendor DBA 12168 - Vanguard Cleaning Systems of Chicago Total:					5,083.30
Vendor DBA: 10099 -					
Vantagepoint Trf Agents-457	11/14/2025	DFT0002618	10-00-000-2140	ICMA - A/C#301403	2,162.70
Vantagepoint Trf Agents-457	11/28/2025	DFT0002634	10-00-000-2140	ICMA - A/C#301403	2,162.70
Vendor DBA 10099 - Vantagepoint Trf Agents-457 Total:					4,325.40
Vendor DBA: 10309 -					
Verizon Wireless	11/04/2025	APA000057	25-00-000-5210	Cell Phone Service 9/22 - 10/21/2025	1,381.12
Vendor DBA 10309 - Verizon Wireless Total:					1,381.12
Vendor DBA: 10457 -					
Village of Glencoe	11/24/2025	APA000121	10-12-000-5240	731 Vernon Ave Water/Sewer 10/17/2025	43.12
Village of Glencoe	11/24/2025	APA000148	10-12-000-5452	Fleet Maintenance - Sept25	2,245.39
Village of Glencoe	11/24/2025	APA000148	10-12-000-5480	Fuel - Sept25	1,019.46
Vendor DBA 10457 - Village of Glencoe Total:					3,307.97
Vendor DBA: 10700 -					
Warehouse Direct Workplace ...	11/03/2025	APA000032	10-12-000-5412	Custodial Supplies	1,184.85
Warehouse Direct Workplace ...	11/04/2025	APA000058	10-13-000-5412	Custodial Supplies	731.95
Warehouse Direct Workplace ...	11/14/2025	APA000092	25-00-000-5412	garbage bags	965.50
Warehouse Direct Workplace ...	11/24/2025	APA000122	25-26-000-5412	Paper Towels	598.50
Vendor DBA 10700 - Warehouse Direct Workplace Solutions Total:					3,480.80
Vendor DBA: 11102 -					
Wight & Company	11/03/2025	APA000033	68-00-000-5504	SEP Main. Ball field Design	29,301.96
Wight & Company	11/03/2025	APA000033	68-00-000-5501	SEP Green House Design	2,490.30
Wight & Company	11/03/2025	APA000033	68-00-000-5507	SEP Glencoe Beach Phase 1/2 design	15,118.02
Wight & Company	11/14/2025	APA000093	68-00-000-5504	Maint. Ballfield Design Oct.	23,500.00
Wight & Company	11/14/2025	APA000093	68-00-000-5501	green house design OCT.	1,600.00
Wight & Company	11/14/2025	APA000093	68-00-000-5507	Beach Design Servc OCT	5,000.00

Voucher List of Bills**Payment Dates: 11/1/2025 - 11/30/2025**

Vendor DBA	Payment Date	Payment Number	Account Number	Description (Item)	Amount
Wight & Company	11/24/2025	APA000123	68-00-000-5505	Takiff Maintenance and Ballfield Pay APP #1	256,443.85
Vendor DBA 11102 - Wight & Company Total:					333,454.13
Vendor DBA: 10708 - Writers Theatre Inc	11/18/2025	21560	25-26-000-5386	Writers Theater Field Trip (30 children)	450.00
Vendor DBA 10708 - Writers Theatre Inc Total:					450.00
Grand Total:					2,994,376.41

Report Summary

Fund Summary

Fund	Payment Amount
10 - CORPORATE FUND	379,883.73
25 - RECREATION FUND	216,398.68
40 - BOND & INTEREST FUND	1,752,021.99
45 - LIABILITY INSURANCE FUND	3,420.71
65 - CAPITAL PROJECTS FUND	-1,784.05
68 - MASTER PLAN CAPITAL-2025 BOND PROCEEDS	343,855.53
69 - MASTER PLAN CAPITAL PROJECTS	300,579.82
Grand Total:	2,994,376.41

Account Summary

Account Number	Account Name	Payment Amount
10-00-000-1300	PREPAID EXPENSES	19.00
10-00-000-2090	OTHER PAYABLES	18.58
10-00-000-2100	FEDERAL WITHHOLDING	29,843.92
10-00-000-2110	IL STATE WITHHOLDING	17,018.41
10-00-000-2120	SOCIAL SECURITY WITH...	44,801.84
10-00-000-2130	MEDICARE WITHHOLDING	11,125.34
10-00-000-2140	ICMA DEF COMP WITHO...	4,325.40
10-00-000-2150	IMRF WITHHOLDING	57,998.24
10-00-000-2155	IMRF VAC WITHHOLDING	7,243.98
10-00-000-2160	SUPPL IMRF LIFE WITHO...	48.00
10-00-000-2170	AFLAC WITHHOLDING	148.10
10-00-000-2174	FSA - CLAIM RESERVE	202.49
10-00-000-2176	HSA WITHHOLDING	2,635.34
10-00-000-2190	GARNISHMENT WITHOL...	850.26
10-00-000-4910	MISC/UNCLASSIFIED IN...	456.00
10-11-000-5310	LEGAL SERVICES	607.50
10-11-000-5313	EMPLOYEE BENEFITS - A...	75.00
10-11-000-5340	CONFERENCES AND TRA...	460.00
10-11-000-5341	MILEAGE REIMBURSEM...	50.12
10-11-000-5355	MAINTENANCE SERVICE...	1,607.54
10-11-000-5370	RENTAL - EQUIPMENT	171.00
10-11-000-5401	SUPPLIES-OFFICE	81.98
10-11-000-5402	BOOKS/PUBLICATNS/SU...	46.95
10-11-000-5404	COMPUTER PROGRAMS	456.58
10-11-000-5420	SUPPLIES - GENERAL	36.68
10-11-000-5600	HEALTH INSURANCE PR...	16,957.53
10-12-000-5210	TELEPHONE/INTERNET	238.86
10-12-000-5220	FUEL/HEAT	405.90
10-12-000-5230	ELECTRICITY	466.63
10-12-000-5240	WATER	43.12
10-12-000-5340	CONFERENCES AND TRA...	28.68
10-12-000-5350	MAINTENANCE SERVICES	1,999.99
10-12-000-5351	REPAIRS - EQUIPMENT	2,381.45
10-12-000-5352	REPAIRS - BUILDINGS	1,705.00
10-12-000-5353	DISPOSAL/PORTOLET SE...	2,712.88
10-12-000-5412	SUPPLIES-CLEANING/CU...	1,214.83
10-12-000-5420	SUPPLIES - GENERAL	408.76
10-12-000-5421	SUPPLIES - UNIFORMS	1,914.99
10-12-000-5430	SUPPLIES - FIRST AID	621.75
10-12-000-5452	SHARED SVCS-FLEET MA...	2,245.39
10-12-000-5480	GASOLINE/LUBRICANTS	1,019.46
10-12-000-5481	SUPPLIES-CONSTRUCTI...	641.68
10-12-000-5485	SUPPLIES-ICEMELT/SALT	966.58
10-12-000-5486	SUPPLIES-PLUMBING	34.48
10-12-000-5487	SUPPLIES - TOOLS	1,360.95
10-12-000-5489	SUPPLIES-TRASH BAGS	449.50

Account Summary

Account Number	Account Name	Payment Amount
10-12-000-5490	SUPPLIES-PLANTINGS/F...	990.00
10-12-000-5493	SUPPLIES-FERTILIZER/SE...	377.60
10-12-000-5497	SUPPLIES-PLAYGRD/SUR...	1,731.09
10-12-000-5585	PAVEMENT & SITE DEVE...	69,691.72
10-12-000-5590	TREE TRIM/WORK-Outsi...	35,801.00
10-12-000-5600	HEALTH INSURANCE PR...	12,343.91
10-12-000-5921	EXP-GBA	436.52
10-13-000-5210	TELEPHONE/INTERNET/...	284.52
10-13-000-5220	FUEL/HEAT	432.15
10-13-000-5230	ELECTRICITY	1,068.62
10-13-000-5353	DISPOSAL/PORTOLET SE...	892.28
10-13-000-5354	CLEANING SERVICE	1,610.00
10-13-000-5355	MAINTENANCE SERVICE...	2,078.63
10-13-000-5356	ZAMBONI - PARTS/REPA...	1,848.73
10-13-000-5357	REFRIGERATION - PARTS...	2,970.00
10-13-000-5360	PRINTING/MARKETING/...	1,981.00
10-13-000-5412	SUPPLIES-CLEANING/CU...	1,105.72
10-13-000-5416	SUPPLIES-ICE MAKING	1,909.10
10-13-000-5417	SUPPLIES-BOARDS/GLASS	2,920.00
10-13-000-5581	EQUIPMENT - ICE RINK	1,749.72
10-13-000-5584	EQUIPMENT - RECREATI...	2,496.00
10-13-000-5588	BUILDING IMPROVEME...	2,450.00
10-13-000-5600	HEALTH INSURANCE PE...	339.97
10-14-000-5210	TELEPHONE/INTERNET	621.50
10-14-000-5220	FUEL/HEAT	110.95
10-14-000-5230	ELECTRICITY	205.62
10-14-000-5350	MAINTENANCE SERVICES	343.30
10-14-000-5425	SUPPLIES-STAFF RECOGN..	17.95
10-14-000-5586	LANDSCAPING & GRADI...	7,000.00
10-14-000-5600	HEALTH INSURANCE PR...	339.97
10-15-000-5230	ELECTRICITY	124.76
10-15-000-5420	SUPPLIES - GENERAL	47.97
10-15-000-5586	LANDSCAPING & GRADI...	5,076.80
10-15-000-5600	HEALTH INSURANCE PR...	339.97
25-00-000-1300	PREPAID EXPENSES	3,480.00
25-00-000-2580	BALANCE ON ACCOUNT-...	2,620.00
25-00-000-5210	TELEPHONE/INTERNET	3,814.78
25-00-000-5220	FUEL/HEAT	4,662.78
25-00-000-5230	ELECTRICITY	13,153.68
25-00-000-5321	CONSULTING SERVICES	225.45
25-00-000-5340	CONFERENCES AND TRA...	415.00
25-00-000-5341	MILEAGE REIMBURSEM...	15.54
25-00-000-5342	OFFICIALS/MEETING EXP...	31.25
25-00-000-5350	MAINTENANCE SERVICES	2,203.00
25-00-000-5351	REPAIRS - EQUIPMENT	771.21
25-00-000-5352	REPAIRS - BUILDINGS	925.00
25-00-000-5353	DISPOSAL/PORTOLET SE...	1,529.62
25-00-000-5354	CLEANING SERVICE	2,660.50
25-00-000-5355	MAINTENANCE SERVICE...	6,761.67
25-00-000-5360	PRINTING/MARKETING/...	7,995.25
25-00-000-5362	PHOTOGRAPHY	3,798.75
25-00-000-5401	SUPPLIES-OFFICE	219.59
25-00-000-5412	SUPPLIES-CLEANING/CU...	3,283.18
25-00-000-5420	SUPPLIES - GENERAL	542.82
25-00-000-5481	SUPPLIES-CONSTRUCTI...	37.99
25-00-000-5484	SUPPLIES-ELECTRICAL/B...	1,538.62
25-00-000-5486	SUPPLIES-PLUMBING	1,102.24
25-00-000-5582	EQUIPMENT - MAINTEN...	341.00

Account Summary

Account Number	Account Name	Payment Amount
25-00-000-5600	HEALTH INSURANCE PR...	19,780.30
25-00-000-5730	DUES/MEMBERSHIPS	296.80
25-25-315-5400	SUPPLIES-ADULT CERAM...	2,435.95
25-25-414-5300	CONTRACTL-JAMBERRY...	1,715.00
25-25-432-5400	SUPPLIES-PRESCHOOL D...	17.39
25-25-450-5300	CONTRACTL-READING R...	3,429.00
25-25-601-5300	CONTRACTL-KIDS CLUB ...	1,290.88
25-25-601-5400	SUPPLIES-KIDS CLUB PM	865.07
25-25-606-5300	CONTRACTL - SCHOOL D...	6,703.50
25-25-614-5300	CONTRACTL-YOUTH CRA...	2,523.50
25-25-615-5400	SUPPLIES-YOUTH CERAM...	1,263.72
25-25-650-5300	CONTRACTL-CODE ADV...	11,716.47
25-25-653-5401	COSTUMES	473.86
25-25-694-5300	CONTRACTL-LEGO-PLA...	1,542.80
25-25-701-5300	CONTRACTL-T-BALL/IL BB..	1,568.00
25-25-706-5300	CONTRACTL-SOCCER SH...	2,520.00
25-25-707-5400	SUPPLIES-BOYS HOUSE ...	246.79
25-25-708-5400	SUPPLIES-GIRLS HOUSE ...	105.77
25-25-725-5300	CONTRACTL-KARATE CL...	2,898.00
25-25-746-5300	CONTRACTL-HOT SHOT ...	1,029.00
25-25-748-5300	CONTRACTL-BASKETBALL..	2,987.60
25-25-775-5300	CONTRACTL-ADULT TEN...	7,744.10
25-25-784-5400	SUPPLIES-RUN CLUB	380.55
25-25-785-5300	CONTRACTL-FITNESS PU...	2,401.51
25-25-785-5400	SUPPLIES-FITNESS PUNC...	98.40
25-25-786-5300	CONTRACTL-FITNESS DR...	270.75
25-25-791-5300	CONTRACTL-PICKLEBALL	7,124.40
25-25-797-5400	SUPPLIES-PICKLEBALL EV...	45.92
25-25-801-5300	CONTRACTL-SUN FUN C...	390.88
25-25-803-5300	CONTRACTL-KINDER KO...	156.35
25-25-809-5300	CONTRACTL-COUNSELOR..	136.81
25-25-810-5300	CONTRACTL-CAMP ADV...	332.25
25-25-812-5300	CONTRACTL-PANDA BEA...	78.18
25-25-813-5300	CONTRACTL-KOALA BEA...	117.26
25-25-827-5300	CONTRACT-FINISH STRO...	566.78
25-25-828-5300	CONTRACTL-GAME ON ...	527.69
25-25-833-5300	CONTRACTL-ACTION QU...	390.88
25-25-835-5300	CONTRACTL-AQUATIC C...	312.70
25-25-835-5400	SUPPLIES-AQUATIC CAMP	788.54
25-25-901-5300	CONTRACTL-WELCOME ...	1,691.00
25-25-913-5300	CONTRACTL-BOO BASH	3,900.00
25-25-913-5400	SUPPLIES-BOO BASH	61.11
25-25-928-5300	CONTRACTL-OUTDOOR ...	510.00
25-25-941-5300	CONTRACTL-GREAT MUD..	2,283.50
25-25-941-5400	SUPPLIES-GREAT MUD R...	8.30
25-25-953-5400	SUPPLIES-FALL SPEC EV...	1,336.11
25-25-954-5300	CONTRACTL-WINTER SP...	500.00
25-26-000-1300	PREPAID EXPENSES	611.20
25-26-000-4910	MISC/UNCLASSIFIED IN...	1,155.00
25-26-000-5210	TELEPHONE/INTERNET	14.99
25-26-000-5335	WELLNESS/PRE-PLACEM...	95.00
25-26-000-5340	CONFERENCES AND TRA...	2,019.98
25-26-000-5355	MAINTENANCE SERVICE...	469.50
25-26-000-5360	PRINTING/MARKETING/...	725.00
25-26-000-5385	FOOD SERVICE	10,079.75
25-26-000-5386	SERVICES-CHILDREN CIR...	3,250.00
25-26-000-5387	NURSE SERVICES	100.00
25-26-000-5401	SUPPLIES-OFFICE	516.41

Account Summary

Account Number	Account Name	Payment Amount
25-26-000-5403	CHILDREN CIRCLE PROG...	4,016.84
25-26-000-5404	COMPUTER PROGRAMS	508.14
25-26-000-5409	SUPPLIES-INTERNAL FO...	4,708.57
25-26-000-5412	SUPPLIES-CLEANING/CU...	1,195.70
25-26-000-5425	SUPPLIES-STAFF RECOGN...	637.69
25-26-000-5430	SUPPLIES - FIRST AID	1,735.49
25-26-000-5460	SUPPLIES-FOOD EQUIP...	32.50
25-26-000-5584	EQUIPMENT - RECREATI...	2,370.84
25-26-000-5600	HEALTH INSURANCE PR...	20,906.45
25-27-000-5365	CONTRACTL-PERSONAL ...	847.00
25-27-000-5412	SUPPLIES-CLEANING	133.08
25-27-000-5420	SUPPLIES-GENERAL	475.32
25-27-000-5600	HEALTH INSURANCE PR...	101.94
40-00-000-5000	PRINCIPAL - BONDS	1,210,000.00
40-00-000-5010	INTEREST - BONDS	541,650.99
40-00-000-5331	PAYING AGENT/REGISTR...	371.00
45-00-000-5335	WELLNESS/PRE-PLACEM...	296.00
45-00-000-5587	SAFETY/SECURITY EQUIP	3,124.71
65-00-025-5509	COMM ROOM #2 RENO...	-1,784.05
68-00-000-5501	GREENHOUSE-Design Sv...	4,090.30
68-00-000-5504	MAINT CENTER/BALLFIE...	52,801.96
68-00-000-5505	MAINT CENTER/BALLFIE...	262,043.85
68-00-000-5507	BEACH PHASE 1/2-Design..	20,118.02
68-00-000-5510	BEACH PLAYGROUND-De...	4,801.40
69-00-000-5505	WEST PARK-Design Svcs	10,535.00
69-00-000-5511	SHELTON RACKET-Const...	232,659.23
69-00-000-5517	MILTON PARK-Design Sv...	2,668.00
69-00-000-5518	MILTON PARK-Construct...	54,717.59
Grand Total:		2,994,376.41

Project Account Summary

Project Account Key	Payment Amount
None	2,994,376.41
Grand Total:	2,994,376.41

Authorization Signatures**To the Board of Commissioners**

The payment of the above listed accounts has been approved by the Board of Commissioners at their meeting held on _____ and you are hereby authorized to pay them from the appropriate funds.

Treasurer, Park Board of Commissioners

Secretary/Executive Director

III. Consent Agenda Items D, E, F:

**Approval of Updated Cell Phone
Policy, Preschool Discipline Policy,
and Purchasing Policy**

Glencoe Park District
December 2025 Board Meeting

MEMORANDUM

TO: Board of Commissioners

CC: Bobby Collins, Deputy Director/Director of Recreation/Facilities, John Cutrera, Director of Finance/HR

FROM: Lisa Sheppard, Executive Director

SUBJECT: Updated Policies for Approval

DATE: December 10, 2025

At the December Board meeting, the Board discussed and reached a consensus to approve updates to three policies. These policies are summarized below and included in the Committee meetings minutes.

Cell Phone Policy (located in the Personnel Policy Manuals)

Amendments to both the full-time and part-time Personnel Manuals to formally adopt the District's updated Cell Phone Policy, which establishes a standardized non-taxable stipend for eligible employees who opt to use their personal device to conduct District business.

Purchasing Policy (Located in the Financial Policies and Procedures Manual)

Updates to the District's Purchasing Policy, which are recommended to align the District with recent statutory changes and peer-agency best practices.

Preschool Discipline Policy (Located in the Early Childhood Manual)

This fall, Early Childhood leadership initiated a comprehensive review of the Preschool Discipline Policy. The review was prompted by an increase in challenging behaviors observed across several classrooms, along with feedback from parents and guardians who expressed confusion about the District's discipline procedures, the consistency of implementation, and how staff respond to difficult behaviors. Families also indicated a desire for greater transparency in how the District manages and communicates about behavioral concerns.

Narratives explaining the proposed changes and the policy with changes can be found in the committee minutes.

Recommended Board Action: Approve the three policies as presented under the consent agenda.

MEMORANDUM

Cell Phone Policy

Staff is recommending amendments to both the full-time and part-time Personnel Manuals to formally adopt the District's updated Cell Phone Policy, which establishes a standardized non-taxable stipend for eligible employees who opt to use their personal device to conduct District business. Current employees with a District issued cellphone will have the option to either take the stipend, or continue with their current District issued cellphone. The policy clarifies eligibility criteria, outlines expectations for professional use, and codifies requirements related to proper communication channels, VoIP app installation, and compliance with all District technology and personnel policies. The financial impact of replacing District-issued phones with the stipend is expected to be insignificant, as the value of devices and service plans is largely offset by the stipend structure. The greatest operational benefit will come from the reduction in staff time currently required to procure, issue, administer, troubleshoot, and maintain District-owned cell phones. This shift simplifies administration, improves responsiveness, and ensures that cell-phone resources remain aligned with operational needs.

See December Committee Meeting Minutes and Packet for Updated Cell Phone Policy information.

Purchasing Policy Updates

Background

The District is in the process of updating its Purchasing Policy to comply with **Public Act 104-0114**, which increases the statutory competitive bidding threshold for supplies and materials under the Park District Code from **\$30,000 to \$60,000**. As part of this broader policy update, staff conducted a review of the District's current purchasing practices, specifically the thresholds for verbal and written quotes for purchases below the formal bidding limit.

Because the District's internal thresholds have not been updated since before the new legislation, staff evaluated whether adjustments are appropriate to maintain consistency with peer agencies, improve administrative efficiency, and ensure continued internal control. This benchmarking review included an analysis of purchasing requirements from several neighboring and comparable park districts to determine whether the District's thresholds remain aligned with industry practice.

Peer District Benchmarking

Staff reviewed purchasing thresholds for the following park districts:

Glencoe (current)	No quotes under \$3,000	3 verbal quotes from \$3,001–\$6,000	3 written from \$6,001–\$30,000
Park Ridge	No quotes under \$5,000	3 verbal quotes from \$5,000–\$9,999	3 written from \$10,000–\$29,999
Highland Park	No quotes under \$5,000	3 written quotes from \$5,000–\$14,999	RFP/RFQ or public bid at \$15,000+
Wilmette	No quotes under \$3,000	3 verbal quotes from \$3,000–\$9,999	3 written quotes from \$10,000–\$29,999
Waukegan	3 verbal bids from \$5,000–\$19,999	3 written bids from \$20,000–\$30,000	

MEMORANDUM

Glenview	3 verbal or written bids from \$3,000–\$30,000		
Northbrook	No quotes under \$5,000	3 verbal quotes from \$5,000–\$29,999	

Key observations:

- Most peers do not require quotes below \$3,000–\$5,000.
- The transition from verbal to written quotes typically occurs between \$10,000 and \$20,000, not as low as \$6,001.
- All districts maintain a **formal bid/RFP threshold at or near \$30,000**, consistent with the Park District Code (except Highland Park, which is more restrictive).
- Compared to these agencies, the District's current structure is more conservative, requiring written quotes beginning at \$6,001 and some form of quote starting at \$3,001.

Proposal

Based on the benchmarking above, we recommend the Board approve the following revisions to the internal quote thresholds (purchases below \$30,000):

1. Increase \$3,000 threshold to \$5,000 for requiring a Purchase Order/Quotes

- **Less than \$5,000**
 - **Requirement:** No quotes required; staff are expected to obtain a fair and reasonable price.

2. Expand the verbal quote band to \$9,999

- **\$5,000 – \$9,999**
 - **Requirement:** Minimum of **three verbal or informal quotes** (phone, email, or documented web pricing).
 - **Documentation:** Staff document vendors and prices on the purchase order or attached quote sheet.
 - **Approvals:** Purchase order approved by Department Head and Executive Director (unchanged).

3. Shift written quotes to begin at \$10,000

- **\$10,000 – \$30,000 (Services) or \$60,00 (Supplies)**
 - **Requirement:** Minimum of **three written quotes**, which may include formal written quotes, emailed quotes, or printed vendor web/portal pricing.
 - **Approvals:** Purchase order approved by Department Head and Executive Director (unchanged).

Rationale

These changes are recommended for the following reasons:

1. **Alignment with Peer Practice**

Expanding the verbal quote range to \$9,999 and moving the written-quote threshold to \$10,000 better aligns our District with neighboring districts such as Park Ridge, Wilmette, Waukegan, and Glenview.

MEMORANDUM

2. **Administrative Efficiency**

Requiring three written quotes for expenditures less than \$10,000 can be burdensome for routine mid-sized purchases. Allowing verbal or informal quotes up to \$9,999 will reduce staff time while still encouraging competition and price checking.

3. **Maintained Internal Control and Transparency**

Three quotes remains the standard at all levels where quotes are required. The requirement to document quotes on the purchase order and maintain Department Head and Executive Director approval continues to provide strong internal control.

Conclusion

The recommended adjustments to the District's verbal and written quote thresholds provide a balanced approach that maintains strong internal controls while modernizing the District's Purchasing Policy in alignment with the statutory changes enacted through Public Act 104-0114. Aligning our District's practices with peer park districts ensures consistency, supports efficient departmental operations, and maintains transparency in purchasing activities.

See December Committee Meeting Minutes and Packet for Updated Purchasing Policy information.

Preschool Discipline Policy Review

This fall, Early Childhood leadership initiated a comprehensive review of the Preschool Discipline Policy. The review was prompted by an increase in challenging behaviors observed across several classrooms, along with feedback from parents and guardians who expressed confusion about the District's discipline procedures, the consistency of implementation, and how staff respond to difficult behaviors. Families also indicated a desire for greater transparency in how the District manages and communicates about behavioral concerns.

Parent Advisory Feedback & Engagement

As part of this review, Children's Circle leadership hosted two Parent Advisory meetings to gather direct feedback on the proposed policy updates. President Covey attended both sessions.

During these meetings, families were able to:

- Review draft language
- Ask questions
- Share concerns about clarity, consistency, and communication
- Provide suggestions on how the policy could more effectively support children, families, and staff

Families also expressed interest in:

- Increased transparency in how behaviors are documented and communicated
- Earlier notification and involvement when concerns arise
- Clear expectations for when administrative escalation occurs

These meetings also gave staff the opportunity to educate families on the real challenges associated with classroom behaviors, the impact on operations and staff morale, and the supports the District is putting in place to assist both children and staff. This collaborative feedback process played an important role in shaping the recommended updates.

MEMORANDUM

Next Steps

Based on feedback received through the process, staff is recommending the following progressive steps be incorporated into the updated Preschool Discipline Policy:

1. Observation, Documentation & Incident Reports

Teachers observe and document concerning behaviors—including aggression, property destruction, or unusual actions—in formal incident reports. Reports are reviewed and signed by staff, leadership, and the family to ensure transparency and communication.

2. Family Pledge Meeting

Depending on the severity and frequency of behaviors, Children's Circle leadership will schedule a Family Pledge Meeting. Parents/guardians are expected to communicate openly, provide availability within two weeks, and share any relevant outside documentation. The pace of these steps may be adjusted based on the seriousness of the behavior.

3. Behavioral Support Plan

A personalized plan is developed with input from staff, the family, and outside professionals when appropriate. The plan outlines strategies staff will implement in the classroom and strategies the family will support at home.

4. Implementation & Ongoing Support

Staff consistently implement the plan, track progress (including increases or decreases in behaviors), and provide families with updates at least every two weeks—or sooner if needed.

5. Transition Planning

If, after documented and reasonable efforts, a child continues to struggle and poses ongoing challenges to the well-being of the group or staff, leadership will meet with the family to discuss next steps. Transition plans are developed collaboratively, may include moving to a more appropriate program, and are shared with the Illinois State Board of Education as required.

Staff Recommendations

Staff is recommending the policy updates outlined above and is prepared to integrate these changes into the Preschool Discipline Policy for Board approval.

See December Committee Meeting Minutes and Packet for Updated Preschool Discipline Policy information.

III. Consent Agenda Item G:

**Approval of Playground, Trellis, and Sun
Shelter Design Concepts at Glencoe Beach**

Glencoe Park District
December 2025 Board Meeting

MEMORANDUM

TO: Board of Commissioners
CC: Department Heads
FROM: Lisa Sheppard, Executive Director
SUBJECT: Approval of Playground, Trellis and Sun Shelter Design Concepts and advance for Final Design
DATE: December 10, 2025

At the December Committee meeting, Director Kuhs presented a review of the community survey results for Phase One of the Lakefront Capital Projects, including the beach playground, trellis, and sun shelter design options. The survey received 331 responses.

The Board discussed and came to a consensus to advance for final design the following amenities:

Q1: For the beach playground equipment, the community expressed a clear preference for Option A (includes 3 Slides, 3 Climbers, 2 Play Panels, Pirate Ship Balcony Deck, 7 Pod climbers, 2 Balance Beams, 2 hillscares, and a Boogie Board), receiving 57% of the vote compared to 42% for the more modern Concept B. The Board agreed with this selection.

Q2: For the sand table with water feature, the public overwhelmingly supported Option 1 at 78%, a design similar to the current installation, and the Board supported this direction and advanced Option 1 for final design.

Q3: The water play grouping question showed a decisive preference for Option 2 at 68%, featuring pirate-themed elements and a dump bucket. The Board supported this direction and advanced Option 2 for final design.

Q4: For sand play components, respondents selected the Sand Play Station with sifters, pulleys, and scoops as the first choice. The remaining three elements received more evenly distributed support. The Board aligned with community in selecting the Sand Play Station and the Elevated Sand Table as the two preferred features and advanced them for final design.

Q5: Survey data showed 70% of respondents favored the gabled roof trellis and sun shelters, valuing the full-shade coverage these structures provide over the slatted alternatives. The Board agreed to advance the gabled roof option for the trellis and sun shelter for final design.

Consent Action Item: Advance for Approval for Final Design of the following Playground, Trellis and Sun Shelter Design Concepts:

- Playground: Option A as presented
- Sand Table with Water Feature: Option 1 as presented
- Water Play Elements: Option 2 as presented
- Sand Play: Sand Play Station and Elevated Sand Table as presented
- Trellis and Sun Shelter Design: Gable Roof Option as presented

Beach Structures Community Survey Results



Regular Committee Meeting, December 2, 2025



Timeline



Public Communication

Email Blast

6,428 emails sent

Sent 11/19 and to
non-openers 11/25

71% open rate

10% click rate

484 unique clicks



Social Media

Instagram: 3 reels + 3 stories

6,115 total views

Facebook: 3 posts + 3 stories

1,543 impressions

142 clicks



Website

416

Page views



331

November Survey Responses

341

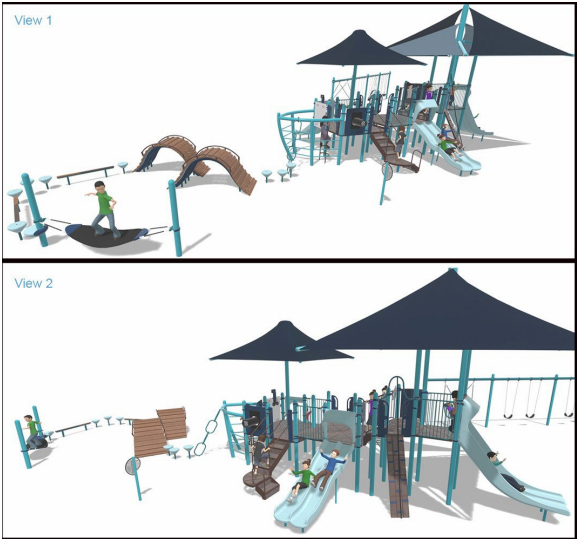
July Survey Responses



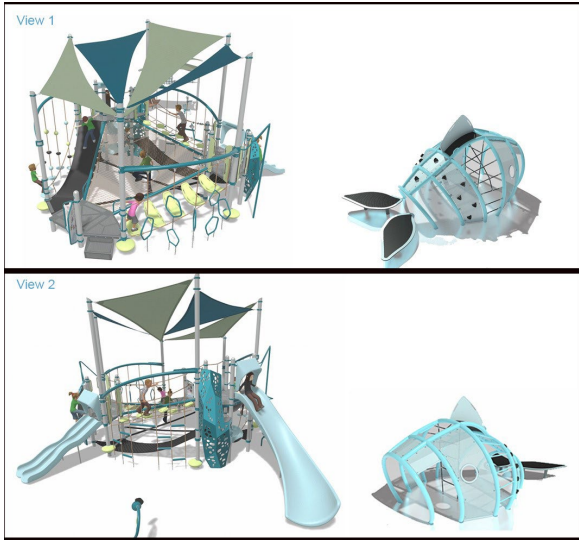
Q1:Which playground equipment grouping do you prefer?

Answered: 325 Skipped: 6

Option A:



Option B:



ANSWER CHOICES		RESPONSES	
Option A: includes 3 Slides, 3 Climbers, 2 Play Panels, Pirate Ship Balcony Deck, 7 Pod climbers, 2 Balance Beams, 2 Hillscapes, and a Boogie Board		57.54%	187
Option B: includes 2 Slides, 8 Climbers, Belt Bridge Sliders, 2 Play Panels, Talk Tube, Slack Line Climbers, Firepole, and a Guppy Play Piece for 2-5 year olds		42.46%	138
TOTAL			325

Q2: Pick your favorite sand table with water fountain.

Answered: 327 Skipped: 4

Option 1:



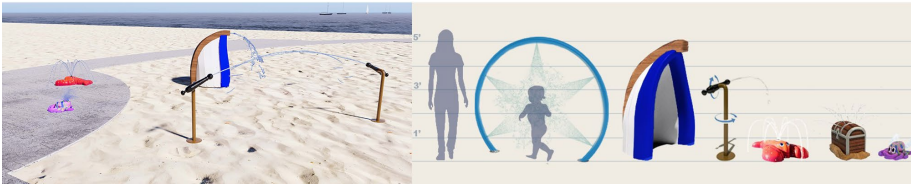
Option 2:



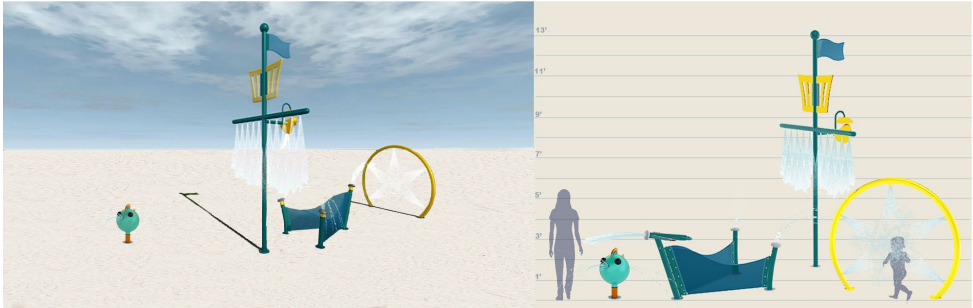
ANSWER CHOICES		RESPONSES
Option 1:	78.59%	257
Option 2:	21.41%	70
TOTAL		327

Q3: Choose your favorite water play grouping.

Answered: 326 Skipped: 5



Option 1



Option 2

ANSWER CHOICES		RESPONSES
Option 1:	31.90%	104
Option 2:	68.10%	222
TOTAL		326

Q4: Please select your two favorite dry sand play equipment options.

Answered: 331 Skipped: 0



Rotating Sand Table



Sand Scoop



Sand Play Station with Sifters, Pulleys and Scoops



Elevated Sand Table

ANSWER CHOICES		RESPONSES	
Rotating Sand Table		20.24%	67
Sand Scoop		33.23%	110
Sand Play Station with Sifters, Pulleys and Scoops		77.34%	256
Elevated Sand Table		33.53%	111
TOTAL			331

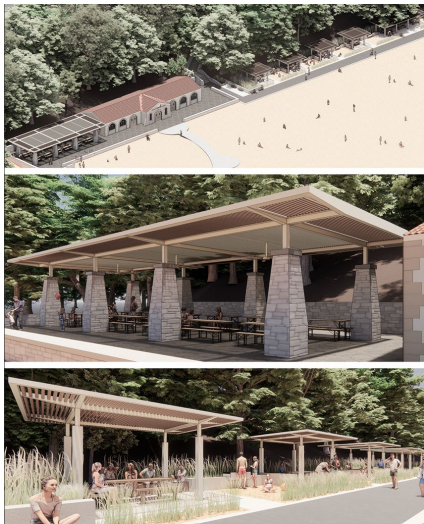
Q5: Which Trellis and Sun Shelter option do you like best?

Answered: 329 Skipped: 2

Gabled Roof Option:



Slatted Roof Option:



ANSWER CHOICES

Gabled Roof: Gabled roof trellis with the same profile as the beach house roof and gabled roof sun shelters.

Slatted Roof: Operable slatted trellis roof that opens and closes based on weather and slatted roof sun shelters (not operable).

RESPONSES

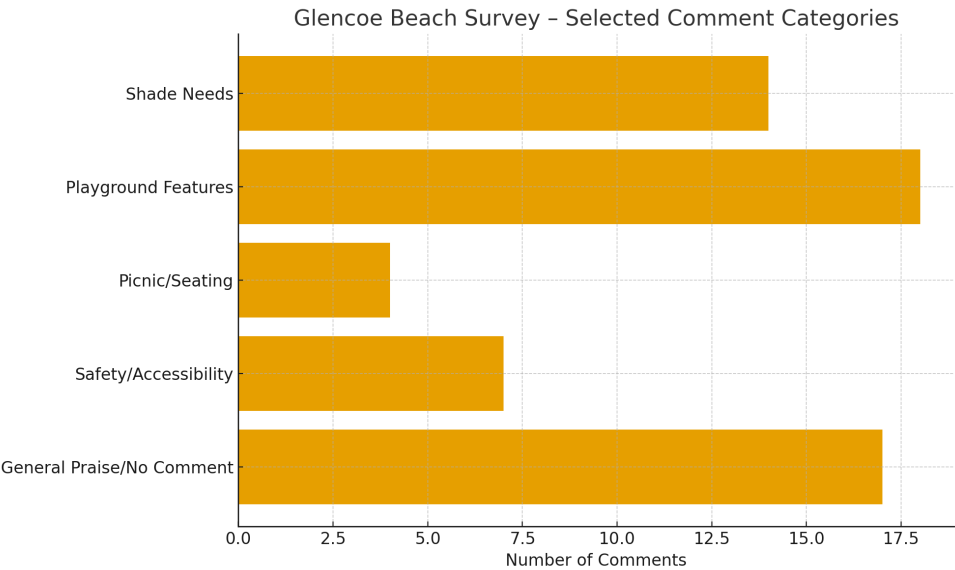
69.30% 228

30.70% 101

TOTAL 329

Q5: Do you have any additional input for the Glencoe Park District?

Answered: 74 Skipped: 257



III. Consent Agenda Item H:

**Approval of 2026/2027 Board and
Committee Meeting Calendar Dates**

Glencoe Park District
December 2025 Board Meeting



**Glencoe Park District
Regular Board & Committee Meeting
Dates 2026-2027 Fiscal Year**

Unless noted below, meetings are normally held at Takiff Center, 999 Green Bay Rd., Glencoe, IL at 7:00pm. Board meetings are normally held on the third Tuesday and Committee meetings on the first Tuesday each month.

Regular Board Meetings

WED	March 18, 2026*	7:00pm
TU	April 21, 2026	7:00pm
TU	May 19, 2026	7:00pm
TU	June 16, 2026	7:00pm
TU	July 21, 2026	7:00pm
TU	August 18, 2026	7:00pm
TU	September 15, 2026	7:00pm
TU	October 20, 2026	7:00pm
TU	November 17, 2026	7:00pm
TU	December 15, 2026	7:00pm
TU	January 19, 2027	7:00pm
TU	February 16, 2027	7:00pm

Regular Committee Meetings

TU	March 3, 2026	7:00pm
TU	April 7, 2026	7:00pm
TU	May 5, 2026	7:00pm
TU	June 2, 2026	7:00pm
TU	July 7, 2026	7:00pm
TU	August 4, 2026	7:00pm
TU	September 1, 2026	7:00pm
TU	October 6, 2026	7:00pm
WED	November 4, 2026*	7:00pm
TU	December 1, 2026	7:00pm
TU	January 5, 2027	7:00pm
TU	February 2, 2027	7:00pm

The above dates and times are subject to change with proper legal notice.

There are Special Board and Committee meetings of the Park Board, which meet on an irregular basis as needed. Organizations/individuals will be sent notices or agendas as requested.

Lisa M. Sheppard, CPRP
Executive Director and Board Secretary

Approved:

V. Financial Report

Glencoe Park District
December 2025 Board Meeting



My G/L NEW Pooled Cash Report

Glencoe Park District

For the Period Ending 11/30/2025

ACCOUNT #	ACCOUNT NAME	BEGINNING BALANCE	CURRENT ACTIVITY	CURRENT BALANCE	
<u>CLAIM ON CASH</u>					
10-00-000-1000	CASH/INVESTMENTS	1,785,019.01	(245,279.35)	1,539,739.66	
25-00-000-1000	CASH/INVESTMENTS	6,500,150.16	(98,225.62)	6,401,924.54	
30-00-000-1000	CASH/INVESTMENTS	221,560.05	0.00	221,560.05	
35-00-000-1000	CASH/INVESTMENTS	222,799.53	(24,466.16)	198,333.37	
36-00-000-1000	CASH/INVESTMENTS	63,433.51	(27,815.70)	35,617.81	
40-00-000-1000	CASH/INVESTMENTS	1,183,305.44	(1,750,660.22)	(567,354.78)	
45-00-000-1000	CASH/INVESTMENTS	147,439.66	(6,544.52)	140,895.14	
50-00-000-1000	CASH/INVESTMENTS	30,202.82	34.77	30,237.59	
55-00-000-1000	CASH/INVESTMENTS	3,242.77	0.00	3,242.77	
65-00-000-1000	CASH/INVESTMENTS	359,763.88	45,948.07	405,711.95	
68-00-000-1000	CASH/INVESTMENTS	14,782,676.52	(324,152.41)	14,458,524.11	
69-00-000-1000	CASH/INVESTMENTS	8,486,441.19	(170,813.46)	8,315,627.73	
70-00-000-1000	CASH/INVESTMENTS	0.00	0.00	0.00	
75-00-000-1000	CASH/INVESTMENTS	8,020.00	0.00	8,020.00	
80-00-000-1000	CASH/INVESTMENTS	0.00	0.00	0.00	
90-00-000-1000	CASH/INVESTMENTS	0.00	0.00	0.00	
TOTAL CLAIM ON CASH		<u>33,794,054.54</u>	<u>(2,601,974.60)</u>	<u>31,192,079.94</u>	
<u>CASH IN BANK</u>					
Cash in Bank					
99-00-000-1011	OPERATING CORPORATE ACCOUNT	633,979.75	(408,603.86)	225,375.89	
99-00-000-1012	OPERATING PR ACCOUNT	(589.28)	(313.73)	(903.01)	
99-00-000-1013	IL FUNDS	6,324,535.21	(479,484.49)	5,845,050.72	
99-00-000-1014	IPDLAF CDs	5,555,000.00	0.00	5,555,000.00	
99-00-000-1015	IPDLAF MM	2,030,779.92	(1,747,838.35)	282,941.57	
99-00-000-1016	PMA INVESTMENTS - 2025 SERIES BOND	8,373,617.46	0.00	8,373,617.46	
99-00-000-1017	PMA MM - GENERAL	4,643,253.21	474,406.23	5,117,659.44	
99-00-000-1024	PMA MM - SERIES 2025 BONDS	6,233,478.27	(440,140.40)	5,793,337.87	
TOTAL: Cash in Bank		<u>33,794,054.54</u>	<u>(2,601,974.60)</u>	<u>31,192,079.94</u>	
TOTAL CASH IN BANK		<u>33,794,054.54</u>	<u>(2,601,974.60)</u>	<u>31,192,079.94</u>	
<u>DUE TO OTHER FUNDS</u>					
99-00-000-2400	Due To Other Funds	33,794,054.54	(2,601,974.60)	31,192,079.94	
TOTAL DUE TO OTHER FUNDS		<u>33,794,054.54</u>	<u>(2,601,974.60)</u>	<u>31,192,079.94</u>	
Claim on Cash	31,192,079.94	Claim on Cash	31,192,079.94	Cash in Bank	31,192,079.94
Cash in Bank	<u>31,192,079.94</u>	Due To Other Funds	<u>31,192,079.94</u>	Due To Other Funds	<u>31,192,079.94</u>
Difference	0.00	Difference	0.00	Difference	0.00

ACCOUNT #	ACCOUNT NAME	BEGINNING BALANCE	CURRENT ACTIVITY	CURRENT BALANCE	
<u>ACCOUNTS PAYABLE PENDING</u>					
10-00-000-2000	VOUCHER PAYABLES	64,467.10	3,877.38	68,344.48	
25-00-000-2000	VOUCHER PAYABLES	84,525.09	116,910.37	201,435.46	
30-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
35-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
36-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
40-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
45-00-000-2000	VOUCHER PAYABLES	0.00	3,848.00	3,848.00	
50-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
55-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
65-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
69-00-000-2000	VOUCHER PAYABLES	2,668.00	3,027.91	5,695.91	
70-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
75-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
80-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
90-00-000-2000	VOUCHER PAYABLES	0.00	0.00	0.00	
TOTAL ACCOUNTS PAYABLE PENDING		<u>151,660.19</u>	<u>127,663.66</u>	<u>279,323.85</u>	
<u>DUE FROM OTHER FUNDS</u>					
99-00-000-1410	Due From Corporate Fund	(64,467.10)	(3,877.38)	(68,344.48)	
99-00-000-1425	Due From Recreation Fund	(84,525.09)	(116,910.37)	(201,435.46)	
99-00-000-1430	Due From Special Recreation Fund	0.00	0.00	0.00	
99-00-000-1435	Due From IMRF Retirement Fund	0.00	0.00	0.00	
99-00-000-1436	Due From Social Security Fund	0.00	0.00	0.00	
99-00-000-1440	Due From Bond & Interest Fund	0.00	0.00	0.00	
99-00-000-1445	Due From Liability Insurance Fund	0.00	(3,848.00)	(3,848.00)	
99-00-000-1450	Due From Workers Comp Fund	0.00	0.00	0.00	
99-00-000-1455	Due From Audit Fund	0.00	0.00	0.00	
99-00-000-1465	Due From Capital Projects Fund	0.00	0.00	0.00	
99-00-000-1467	Due From Community Ctr Improvement Fund	0.00	0.00	0.00	
99-00-000-1469	Due From Master Plan Capital Projects	402,032.50	340,827.62	742,860.12	
99-00-000-1470	Due From Special Trust/Donation Fund	0.00	0.00	0.00	
99-00-000-1475	Due From Impact Fee Fund	0.00	0.00	0.00	
99-00-000-1480	Due From Gen L/T Debt	0.00	0.00	0.00	
99-00-000-1490	Due From Gen Fixed Assets	0.00	0.00	0.00	
TOTAL DUE FROM OTHER FUNDS		<u>253,040.31</u>	<u>216,191.87</u>	<u>469,232.18</u>	
<u>ACCOUNTS PAYABLE</u>					
99-00-000-2000	VOUCHER PAYABLES	<u>198,570.47</u>	<u>243,651.65</u>	<u>442,222.12</u>	
TOTAL ACCOUNTS PAYABLE		<u>198,570.47</u>	<u>243,651.65</u>	<u>442,222.12</u>	
AP Pending	279,323.85	AP Pending	279,323.85	Due From Other Funds	(469,232.18)
Due From Other Funds	<u>(469,232.18)</u>	Accounts Payable	<u>442,222.12</u>	Accounts Payable	<u>442,222.12</u>
Difference	748,556.03	Difference	<u>(162,898.27)</u>	Difference	<u>(911,454.30)</u>

Glencoe Park District
Monthly Cash/Investments Report
November 2025

<u>Operating and Capital Funds:</u>	<u>Rate</u>	<u>Maturity Date</u>	<u>October 2025</u>	<u>November 2025</u>
BMO Harris Bank Corporate Account	0.00%		\$ 673,115.47	\$ 226,246.42
BMO Harris Bank Payroll Account	0.00%		13,751.07	11,088.95
The Illinois Fund (Public Treasurers' Investment Pool)	4.10%		6,324,535.21	5,845,050.72

IPDLAF Certificates of Deposit:

GBC International Bank, CA	5.00%	1/12/2026	232,000.00	232,000.00
The Western State Bank, KS	5.00%	1/12/2026	232,000.00	232,000.00
American Plus Bank, CA	4.95%	1/12/2026	232,000.00	232,000.00
First State Bank of Dequeen, AR	4.50%	1/15/2026	239,000.00	239,000.00
Nexbank, Ssb, TX	4.40%	1/15/2026	230,000.00	230,000.00
Gbank, NV	4.45%	1/15/2026	239,000.00	239,000.00
First Priority Bank, OK	5.20%	7/15/2026	226,000.00	226,000.00
First State Bank of Healy, KS	5.10%	7/15/2026	226,000.00	226,000.00
Harmony Bank, TX	4.93%	7/15/2026	227,000.00	227,000.00
First Bank Of Ohio, OH	3.90%	10/15/2026	231,000.00	231,000.00
Conerstone Bank, NE	3.95%	10/15/2026	231,000.00	231,000.00
Bank of Deerfield, WI	4.00%	10/15/2026	231,000.00	231,000.00
First Capital Bank, SC	4.25%	1/15/2027	231,000.00	231,000.00
Financial Federal Savings Bank, TN	4.10%	1/15/2027	230,000.00	230,000.00
Patriot Bank, N.A., CT	4.21%	1/15/2027	239,000.00	239,000.00
First Security Bank and Trust Co, OK	4.00%	4/22/2027	231,000.00	231,000.00
Loyal Trust Bank, GA	4.00%	4/22/2027	231,000.00	231,000.00
Flagstar Bank, Fsb, MI	4.05%	4/22/2027	231,000.00	231,000.00
Nano Banc, CA	4.25%	7/15/2027	230,000.00	230,000.00
First Western Trust Bank, CO	4.25%	7/15/2027	230,000.00	230,000.00
American Commercial Bank & Trust, IL	4.25%	7/15/2027	230,000.00	230,000.00
Luana Savings Bank, IA	3.75%	10/15/2027	232,000.00	232,000.00
Milledgeville State Bank, IL	3.70%	10/15/2027	232,000.00	232,000.00
Regent Bank, OK	3.69%	10/15/2027	232,000.00	232,000.00
Illinois Park District Liquid Asset Fund	3.81%		2,030,779.92	282,941.57

PMA Certificates of Deposit, Term Series, and Securities

St. Charles Bank & Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Barrington Bank & Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Old Plank Trail Community Bank, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Wintrust Bank, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Crystal Lake Bank and Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
State Bank of the Lakes, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Village Bank and Trust, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Beverly Bank & Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Schaumburg Bank & Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Northbrook Bank and Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Town Bank, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Lake Forest Bank & Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Wheaton Bank & Trust, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Libertyville Bank & Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Hinsdale Bank & Trust Company, National Association	4.00%	1/2/2026	241,900.00	241,900.00
Town & Country Bank	4.03%	3/2/2026	240,200.00	240,200.00
Consumers Credit Union	4.29%	3/2/2026	239,700.00	239,700.00
ServisFirst Bank	4.13%	3/2/2026	239,800.00	239,800.00
Western Alliance Bank	4.07%	3/2/2026	240,000.00	240,000.00

Baxter Credit Union	4.03%	3/1/2027	231,200.00	231,200.00
CIBC Bank USA	4.06%	3/1/2027	231,300.00	231,300.00
Affinity Bank, National Association	3.95%	3/1/2027	231,500.00	231,500.00
The First National Bank of McGregor	3.85%	3/1/2027	232,100.00	232,100.00
Bank Hapoalim B.M.	3.95%	3/1/2027	231,500.00	231,500.00
Oklahoma Capital Bank	3.92%	3/6/2028	223,600.00	223,600.00
KS StateBank	4.20%	3/6/2028	221,900.00	221,900.00
Farmers and Merchants Union Bank	4.22%	3/6/2026	239,900.00	239,900.00
Royal Business Bank	4.15%	3/6/2026	240,000.00	240,000.00
NorthEast Community Bank	4.16%	3/6/2026	240,000.00	240,000.00
Transportation Alliance Bank, Inc. d/b/a TAB Bank	4.08%	3/1/2027	231,300.00	231,300.00
Enterprise Bank	4.02%	3/1/2027	231,500.00	231,500.00
IPRIME TERM SERIES	4.15%	9/3/2025	0.00	0.00
US TREASURY N/B. 91282CBP5	3.89%	2/29/2028	999,617.46	999,617.46
PMA Financial iPrime - General	3.99%		4,587,085.43	4,657,815.92
PMA Financial iPrime - Series 2025 Bonds	3.99%		6,289,646.05	6,253,181.39
Reconciling Items(Dep in Transit, O/S Checks, etc.)			(53,476.07)	(12,862.49)
Grand Total-Operating and Capital			\$33,794,054.54	\$31,192,079.94

Glencoe Park District
Monthly Financial Analysis
November 2025

	As of 11/30/2022	As of 11/30/2023	As of 11/30/2024	As of 11/30/2025	As of 10/31/2025	Variance from Prior Month
<u>Recreation Department - Programs</u>						
Revenues	3,601,150	4,661,580	4,646,193	5,642,708	5,478,812	163,896
Wages	(578,307)	(631,588)	(729,864)	(680,094)	(648,141)	(31,953)
Contractual	(1,261,627)	(1,363,657)	(1,524,209)	(2,266,796)	(2,093,634)	(173,162)
Supplies	(135,650)	(173,384)	(189,938)	(170,325)	(155,321)	(15,004)
Excess (Deficiency) Rev over Exp	1,625,566	2,492,951	2,202,182	2,525,493	2,581,716	
<u>Children's Circle Department</u>						
Revenue	1,454,654	1,530,292	1,632,299	1,890,870	1,639,310	251,560
Expense	(1,023,841)	(1,327,668)	(1,391,971)	(1,696,346)	(1,477,070)	(219,276)
Excess (Deficiency) Rev over Exp	430,813	202,624	240,328	194,524	162,240	
<u>Fitness Department</u>						
Revenue	43,071	49,854	48,780	65,267	60,207	5,060
Expense	(38,884)	(40,798)	(44,423)	(51,016)	(45,087)	(5,929)
Excess (Deficiency) Rev over Exp	4,187	9,056	4,357	14,251	15,120	
<u>Beach Department</u>						
Revenue	386,634	350,101	391,895	382,459	382,459	0
Expense	(239,583)	(295,867)	(307,675)	(312,647)	(290,424)	(22,223)
Excess (Deficiency) Rev over Exp	147,051	54,234	84,220	69,812	92,035	
<u>Boating Department</u>						
Revenue	120,291	135,145	142,077	178,700	178,700	0
Expense	(124,500)	(163,727)	(167,472)	(194,304)	(179,960)	(14,344)
Excess (Deficiency) Rev over Exp	(4,209)	(28,582)	(25,395)	(15,604)	(1,260)	
Beach/Boating Dept Total:	142,842	25,652	58,825	54,208	90,775	
<u>Weinberg Ice Department</u>						
Revenue	135,677	131,435	96,038	104,215	33,710	70,505
Expenses	(159,356)	(172,391)	(198,395)	(239,728)	(198,606)	(41,122)
Excess (Deficiency) Rev over Exp	(23,679)	(40,956)	(102,357)	(135,513)	(164,896)	
<u>G & A (Administration)</u>						
Revenue (excl G&A Tfr)	0	0	0	0	0	0
Expense	(792,615)	(922,942)	(985,717)	(978,313)	(880,747)	(97,566)
Excess (Deficiency) Rev over Exp	(792,615)	(922,942)	(985,717)	(978,313)	(880,747)	
<u>Parks Department</u>						
Revenue	17,367	13,738	39,364	91,693	88,153	3,540
Expense	(1,034,832)	(1,053,515)	(1,133,320)	(1,325,088)	(1,130,659)	(194,429)
Excess (Deficiency) Rev over Exp	(1,017,465)	(1,039,777)	(1,093,956)	(1,233,395)	(1,042,506)	
<u>Rec-Admin/Takiff Department</u>						
Revenues	896,259	1,162,697	1,546,550	962,393	944,835	17,558
Expenses	(2,132,483)	(2,399,461)	(3,134,357)	(3,426,195)	(3,218,644)	(207,551)
Excess (Deficiency) Rev over Exp	(1,236,224)	(1,236,764)	(1,587,807)	(2,463,802)	(2,273,809)	
<u>Corporate-Admin</u>						
Revenues	1,375,393	2,041,886	2,966,350	1,686,307	1,673,355	12,952
Expenses	(1,430,250)	(1,236,250)	(1,193,750)	(1,393,750)	(1,350,000)	(43,750)
Excess (Deficiency) Rev over Exp	(54,857)	805,636	1,772,600	292,557	323,355	

(a) \$1,450,000 transfer to fund 69 in FY2025/26, \$1,200,000 transfer to fund 69 in FY2024/25.

(b) \$1,000,000 transfer to fund 69 in FY2025/26, \$800,000 transfer to fund 69 in FY2024/25.

VI. Presentation of Kids Club and School Days Off Programming

(No Documents: Presentation at Meeting)

Glencoe Park District
December 2025 Board Meeting

VII. Presentation of 2026 Capital Projects

(No Documents: Presentation at Meeting)

Glencoe Park District
December 2025 Board Meeting

VIII. Executive Director Report: Year in Review

Glencoe Park District
December 2025 Board Meeting

Executive Director's 2025 Year in Review

Leading and working with an amazing team, we accomplished so much in 2025!

National Gold Medal Award Finalist

- Selected as one of the top park districts in the nation following a rigorous application process detailing our strategic planning and operational statistics.
- Produced an inspiring 5-minute video, themed around belief and community, to highlight our mission for the final judging stage.
- Achieved a high score that validates our district's excellence and positions us as a strong future contender.
- Only 5% of Park and Recreation Districts/Departments in the United States achieve this National Recognition

Accreditation

- Officially achieved IAPD Distinguished Agency Reaccreditation with high score of 502.63 out of 500 base points.
- Confirmed as an applicant to pursue national accreditation through NRPA's Commission for Accreditation of Park and Recreation Agencies (CAPRA)

Referendum and Capital Projects

- Community Outreach: Used multi-channel outreach strategies for major capital projects (Milton Park, Glencoe Beach, Maintenance Center), utilizing videos, surveys, and informational materials to drive public participation in the design process.
- Completed Milton Park Playground update utilizing enhanced community input process
- Completed Shelton Park racket courts and pathway project
- Shelton Park Greenhouse: Completed extensive community input and secured an IGA with the Village of Glencoe to place the greenhouse on Village Property. The foundation is poured, and we estimate completion by March 2026.
- Maintenance Center and Ballfield Project: Extensive community input and permitting. Construction has begun, with the footing and foundation pours underway.
- West Park: Final design, collaboration, and cost sharing with the Village of Glencoe and School District 35 for MWRD stormwater requirements and off-street parking.
- Glencoe Beach Structures and Playground: Solicited and received extensive community input. The schematic/detailed design is currently in progress.

- Fund 65 projects were completed, including the Shelton Gazebo refurbishment, vehicle replacements, and Room 2 renovations.

Operational Improvements & Efficiencies

- **RecTrac Virtual Waiting Room:** Implemented a virtual waiting room for program registration, significantly improving system performance during high-volume registration periods. This enhancement resolved prior issues with server pauses and connection interruptions, creating a smoother, more reliable experience for residents.
- **Optimized RecTrac functionality** to enhance operational efficiencies, reduce customer barriers, and improve transparency.
- **Enhanced Cybersecurity Controls:** Strengthened District IT security through the implementation of a more secure multi-factor authentication (MFA) platform, along with the rollout of a required cybersecurity awareness course for all staff. These improvements reduce risk and enhance overall data protection.
- **Successfully implemented the restructuring of the Early Learning Center (ELC) into Children's Circle,** increasing full-day childcare capacity by 35 additional full-time spots.
- **Completed the DCFS relicensing process for Children's Circle,** a comprehensive review required every three years.
- **Developed and implemented a transparent and streamlined waitlist system** for high-demand programs, including boat storage and Children's Circle.
- **Implemented RecConnect** to provide real-time beach closure updates to passholders.
- **Automated communication for Trellis and Sun Shelter rentals,** improving customer service with timely reminders, detailed rental information, and post-rental feedback collection.
- **Digital Leave Request System:** Successfully transitioned from a paper-based leave submission and approval process to a fully digitized workflow through the Employee Self-Service (ESS) portal. This modernization streamlines approvals, reduces administrative burden, improves data accuracy, and provides greater transparency and convenience for staff.
- **Improved our Staff Recruitment & Development:** Successfully onboarded multiple new full-time and part-time positions across the District, supporting both operational needs and long-term planning.
- **Performance Evaluation Modernization:** Re-engineered the performance evaluation process by implementing digitized forms with weighted scoring. This new structure promotes consistency, reduces potential bias, and improves the quality of performance feedback.

- Completed the comprehensive compensation study partnership with MGT Solutions. The study ensured that pay ranges remain competitive, equitable, and aligned with market conditions, while also supporting fairness, transparency, and long-term workforce sustainability.
- Restructured the Early Childhood leadership staff model to enhance daily support for teaching staff, reduce burnout, and improve long-term employee retention.
- Secured a \$2,500 annual cost savings by establishing a data-sharing partnership with the Village of Glencoe for a Placer AI subscription.
- Piloted a new digital information screen outside of the gym to improve on-site communication.

Financial Sustainability & Transparency

- Audit Excellence: Achieved a clean FY2025 audit with no management letter comments and no adjusting journal entries, reflecting strong internal controls and sound financial management.
- GFOA Recognition: Awarded the GFOA Certificate of Achievement for Excellence in Financial Reporting, the highest recognition in governmental financial reporting.
- Inaugural Popular Annual Financial Report (PAFR): Issued the District's first PAFR, providing the public with a clear, accessible, and transparent summary of the District's financial position and operations. This enhances accountability and strengthens community trust.
- Accounts Payable Automation: Completed the District's transition to a fully automated Accounts Payable (A/P) system. This implementation improves security by reducing manual handling and fraud risk, increases efficiency through a paperless workflow, and enhances the accuracy and timeliness of vendor payments.
- Transitioned 2026 summer camp registration to an ACH-only payment system, projected to save the District up to \$50,000 annually in credit card processing fees.

Environmental Sustainability

- Awarded the IAPD Best Green Practices Award for environmentally friendly business practices and policies.
- Implemented a composting program with WasteNot for our kitchen and breakroom. We have diverted over 3,000 pounds of food waste since May of 2025.
- Reduced disposable solid waste produced by the staff breakroom by providing reusable coffee tumblers to staff and replacing plastic utensils with reusable flatware.

- Invested in reusable dishware, utensils, and drinkware for Children's Circle, resulting in a consumption reduction of 23,000 paper cups, 50,000 paper plates, 11,000 paper bowls, and 29,000 plastic utensils.
- Encouraged sustainable purchasing practices, resulting in a 10% reduction in Amazon deliveries and increased items per box to 3.3.

Marketing and Communication

Awards & National Recognition

- IPRA/IAPD Agency Showcase Winner: Awarded First Place in the "Large Format Marketing" category for our engaging Early Childhood door murals.

Internal Communication

- Published 22 issues of our "Friday Updates" email newsletter for staff and the Board, achieving an 84% average open rate. This represents a 4% increase from the previous year, driven by a new strategy of texting the newsletter link directly to staff.

Social Media/E-Mail

- Our social media strategy drove a 39% increase in audience reach, generating over 912,000 impressions and nearly 34,000 interactions. Our strategic decision to prioritize quality over quantity by sunseting X (Twitter) and focusing on core channels resulted in 654 new followers across Instagram, Facebook, LinkedIn, and YouTube, despite publishing 14% fewer posts.
- Drove consistent digital engagement by sending 307,467 emails, achieving a strong 68% open rate and a 3% click rate.

Data-Informed Decision Making

- Overhauled our data collection process by developing an automated system in RecTrac for seasonal, camp, and passholder surveys.
- Expanded feedback channels by creating new surveys and automations for facility rentals and special event attendees.
- Leveraged AI tools to analyze survey data, identifying key patterns and actionable insights to guide future planning.
- Streamlined public feedback by developing a formal process for residents to report park and facility issues.

Park Store

- Launched a new online Park Store to enhance brand engagement and create a new revenue stream. The print-on-demand storefront features custom, in-house illustrations of signature park district locations and programs. In its initial phase, the store has

proven to be a successful concept, selling 91 items and generating \$458 in revenue to support the district's mission.

Strategic Branding & Recruitment

- Executed a comprehensive rebrand for the Children's Circle program, launching a new submarine-themed logo to reflect its expanded curriculum. The rollout included a full suite of updated assets, including new signage, a door wrap, and print and digital collateral.
- Developed and deployed targeted recruitment campaigns to attract qualified staff, creating a video series for Children's Circle and a distinct ad campaign for the Parks & Maintenance Department.

Community Engagement

Community Engagement/Outreach, Partnerships, & Education

- Launched three new public-facing programs to enhance safety and education: Beach SAFE booklet/collateral materials, the Glencoe Beach Nature Passport, and "The Way We Play" book/signage for Children's Circle.
- Partnered with the Northbrook Park District for IAPD Parks Day to advocate for park districts and highlight reciprocal agreements to state lawmakers.
- Hosted six American Red Cross blood drives at the Takiff Center, collecting 153 units of blood and potentially saving up to 387 lives.
- Expanded Beach SAFE education and safety partnerships with regional communities and school districts by providing a new interactive safety pamphlet and in-school presentations reaching approximately 700 students at District 35 and Children's Circle.
- Partnered with District 35, GJHP, GYS, NSSRA, Screen Sanity, the Glencoe Library, and multiple local agencies to deliver inclusive, community-centered programs.
- Collaborated with GYS to host the Teen Glow Egg Hunt and with GJHP to host the annual end-of-school Beach Bash, strengthening youth engagement.
- Strengthened community connections by delivering Welcome Bags to over 160 new residents in partnership with local organizations.

Intergovernmental Agreements

- Established a new intergovernmental agreement with the Park District of Highland Park, allowing their residents to receive Glencoe resident rates for skating passes at the Weinberg Family Recreation Center, with Highland Park reimbursing the District for the cost difference.

Dynamic and Inclusive Workplace

- The Employee Appreciation Committee organized several successful events to boost morale, including the March Madness Potluck, Donut Day, Blizzard Ice Cream Delivery, Thanksgiving Potluck, and Casino Night Holiday Party. Responding directly to staff survey feedback, we relocated the Holiday Party to the Takiff Center and are using the insights to refine our event plans for next year.
- IDEA Committee worked with the Marketing Department to increase website accessibility for all patrons by integrating Google Translate and an ADA compliance overlay.
- The Glencoe Park District team earned first place in the IPRA Park Pursuit competition, demonstrating exceptional creativity, teamwork, and representation for the District.

Professional & Leadership Development

Professional Leadership

- Lisa served on the IPRA/IPRA Distinguished Accreditation Committee as a Mentor and Reviewer for the 8th year.
- Lisa served on the American Academy of Park and Recreation Association (AAPRA) on the DEI and Mentoring Committee.
- John was reappointed as Chair of the Illinois CPA Society's Governmental Review Report Programs (GRRP) GAAP Subcommittee, which focuses on improving the quality and consistency of governmental financial reporting across Illinois.
- Bobby Collins became a CAPRA Team Reviewer for NRPA, PDRMA Finance, and Audit Committee.

Board of Commissioners

- Four New Commissioners were elected or appointed to the Board of Commissioners: Nicole Reifman, Jackie Avitia-Guzman, Gary Hazan, and Meg Cummins.
- All new commissions received comprehensive training, including district history, park district code, parks, facilities, recreation, and finance, to hit the ground running on their first day of service.
- New Commissioners attended IAPD's Boot Camp training, including Open Meeting Act Training.

Professional Development

- Bobby Collins completed Year One of NRPA Director School.

- John and Kyle successfully completed the second year of the two-year Indiana University Executive Development Program (IUEDP), a leadership program focused on executive-level management and strategic leadership within Parks and Recreation.
- Nate Van Allen and Shannon Stevens completed Year Two of IPRA Professional Development School.
- Promoted Ashley Martinez to Recreation & Facilities Supervisor, expanding her leadership to oversee all contracted school-age programming.
- Hired Emily Holmberg as Program Manager for Camps, Arts, and Kids Club, strengthening oversight of some of the District's highest-demand programs and enhancing year-round continuity.
- Jared Barchenger earned his arborist certification.
- Three Parks staff members attended the Great Lakes Parks Training Institute.
- Parks staff received chainsaw, forklift, respirator fit test, formal Zamboni training, playground inspection training, and supervisor's role in coaching injury prevention training.
- Parks and Maintenance Team welcomed Francisco, Tommy, and Wade.

Preserved and Well-Maintained Parks and Facilities

- Received a donation from GBSA to fund the replacement of the batting cage at Berlin.
- Fully launched the Nature Play Outdoor Classroom.
- Supported a native planting day with Friends of the Green Bay Trail at Ravine Bluffs Park/Booth Cottage.
- Removed invasive plants and sowed a custom grass/clover seed blend made for turf restoration at South/Green Bay and West Park
- Deep cleaning of the entire facility carried out by the Parks Team due to the vacant building maintenance positions.
- Utilized reclaimed redwood to create our tree donation plaques.
- Significantly modified parks and maintenance operations with minimal operational issues. Staff moved, reorganized and adapted to new operation with exceptional success.
- Renovations to Community Room 2, including new floors and storage cabinets.
- LED light fixture and dimmer/motion switch upgrades throughout Takiff.
- Adapting building maintenance practices and storage locations to accommodate parks staff in building during maintenance center construction.
- Renovation of room 212B to create a Teacher's Training Room.

Safety

- Completed two full-facility lockdown drills and multiple tabletop emergency preparedness exercises, ensuring staff across all departments are trained, confident, and prepared to respond effectively during real emergency situations.
- Completed safety improvements that included: Replacement of security doors, full facility rekey of Takiff, new speaker installations in EC classrooms, common areas, and exterior of building, and new security camera installations to provide additional coverage inside and outside the building.
- Implemented a universal swipe card management system district-wide and launched mobile tap-to-enter access for Early Childhood families.
- Developed a comprehensive series of boater safety training videos to educate new and returning boaters on rules, safety boundaries, and expectations at Glencoe Beach.
- Lisa, Bobby, and Kyle participated in a New Trier Township regional severe weather simulation exercise designed to test coordinated emergency response across multiple municipalities.

Program Effectiveness

- Launched a weekly Walk/Run Club, averaging more than 20 participants per session.
- Achieved 6,021 total school-age program registrations in 2025, an increase of nearly 10% over the previous year.
- Maintained consistent Kids Club enrollment with 118 participants.
- Saw extraordinary growth in School Day Off programming with a 110% increase in participation, expanding to 20 program offerings and adding new activities through Hot Shots Sports and Playwell Technologies.
- Dance and Theatre programs remained strong with 431 participants, and Broadway Bound experienced its first waitlist since 2017 due to high demand.
- Launched two Adult Pickleball Socials and a Teen Glow Pickleball & Dodgeball Party.
- Athletics participation remained strong with more than 1,000 registrants, with most programs operating at full capacity.
- Achieved 98% overall satisfaction and 99% positive rating for customer service among camp families, reflecting exceptional program quality and staff performance.
- Hosted the first district-wide Camp Family Night at Berlin Park, drawing more than 500 attendees for games, music, activities, and community celebration.
- Strengthened the new partnership with Finish Strong Athletics.
- Expanded post-camp programming options to meet increased demand from families needing additional care beyond the traditional summer camp season.
- Enrolled 272 participants in skating and hockey programs for the 2025–26 season.

- Achieved more than 9,000 visits to the fitness center, with membership continuing to grow year over year (215 members in 2025).
- Recorded 2,624 group fitness visits and 124 personal training sessions, reflecting strong and sustained utilization.
- Created a new orientation and welcome program for all incoming Children's Circle families.

IX. Discussion on Employee COLA and Merit Increase Percentage

Glencoe Park District
December 2025 Board Meeting

MEMORANDUM

TO: Board of Park Commissioners
CC: Department Heads
FROM: Lisa Sheppard, Executive Director, and John Cutrera, Director of Finance/HR
SUBJECT: Proposed Annual Salary Merit Pool and Compensation Adjustments
DATE: December 16, 2025

It has been the past practice for the Board to consider, discuss, and approve annual salary pool increases separate from the operations budget of each fund or department. We continue to believe that the overall impact and value of full-time personnel and associated salaries warrant special Board consideration.

For many years, the Board has made the determination to maintain benefits competitive with those of neighboring park districts and other units of local government that have comparable positions. Doing so has permitted the Glencoe Park District to attract and retain the high-quality personnel that are essential to the continuance of services that residents expect.

BACKGROUND

Last year, the Board approved a 4.00% pool of money to be spread to all full-time staff, based upon cost of living adjustments (COLA) and merit combined. (The Executive Director salary was not included in this discussion, as the Board has always considered the Director’s review and salary adjustment separate from this process.) The following represents salary pool increases for the past ten years:

2025	4.00%
2024	4.50%
2023	5.00%
2022	5.00%
2021	2.30%
2020	3.00%
2019	3.00%
2018	3.00%
2017	3.00%
2016	3.00%

RELEVANT FACTORS

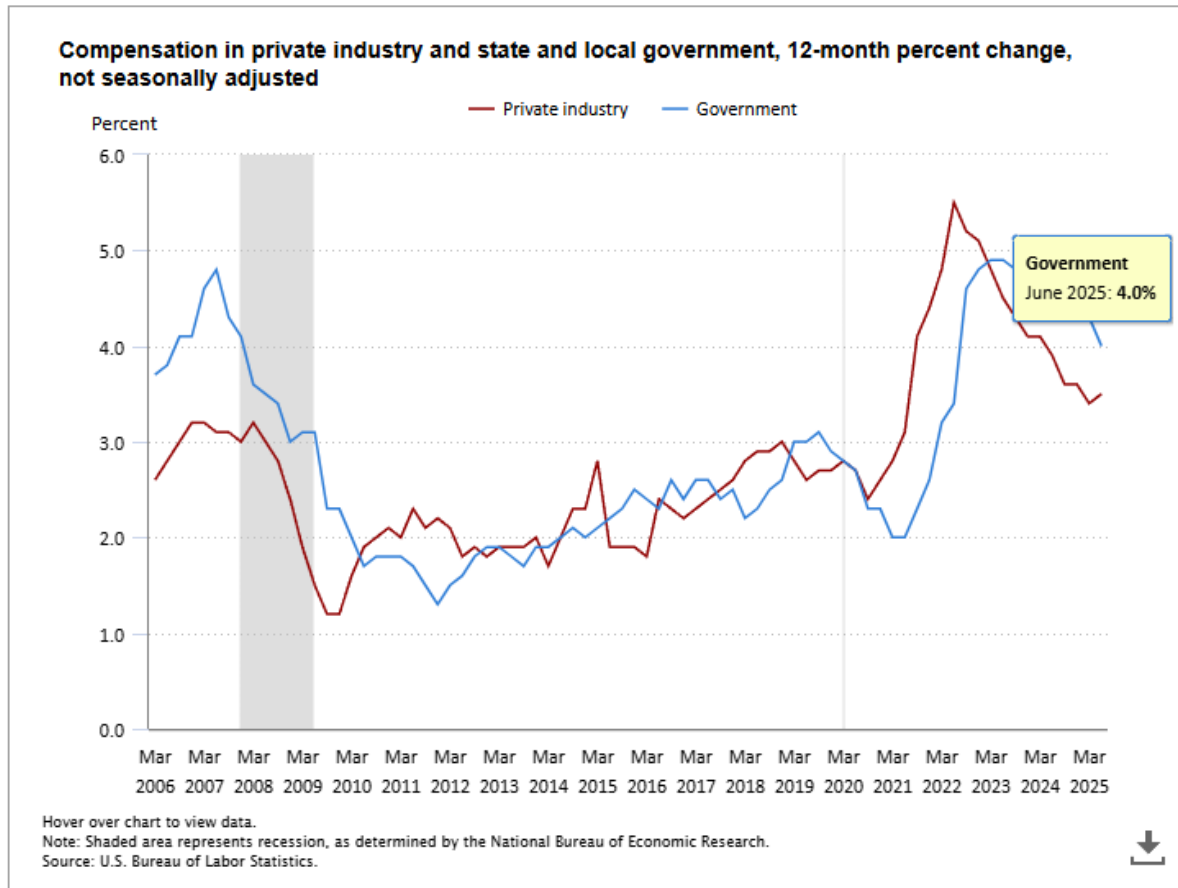
1. A survey of neighboring park districts indicates that all agencies in the area have either approved or are proposing total increases at or beyond 3.00%, with only one at 3.00% and many at a 4.00% merit increase for FY2026/27.

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Organization	2026 COLA	2026 Merit	2025 COLA	2025 Merit	2024 COLA	2024 Merit
Glencoe Park District	2.90%	0.50%	N/A	4.00%	N/A	4.50%
Glenview Park District	N/A	3.50%	N/A	4.00%	N/A	4.00%
Northbrook Park District	N/A	4.00%	N/A	4.50%	N/A	5.00%
Park District of Highland Park	N/A	4.00%	N/A	4.00%	N/A	3.00%
Park Ridge Park District	N/A	4.00%	N/A	4.00%	N/A	4.00%
Skokie Park District	2.00%	2.00%	2.40%	2.00%	2.60%	2.00%
Wilmette Park District	N/A	3.00%	N/A	3.00%	N/A	4.00%
Winnetka Park District	N/A	4.00%	N/A	4.00%	N/A	4.00%
NSSRA	2.00%	2.00%	N/A	4.00%	N/A	4.00%
Village of Glencoe	3.50%	Varies	3.50%	Varies	3.00%	Varies
Glencoe Library	3.10%	N/A	3.20%	N/A	4.00%	N/A

- For the 2025 tax year, the Consumer Price Index (CPI) used by the county for levy calculation was 2.90%. This is the amount of “old” growth EAV that will support operations in FY2026/27.
- The combined total of the current payroll for full-time salaries (exclusive of the Executive Director) is approximately \$3.7 million annually. A 2.90% COLA and 0.50% merit increase in the pool would result in \$126,000 in added full-time wages – approximately \$37,000 results from each 1.00% increase approved for FY2026/27.
- According to the US Bureau of Labor Statistics, the compensation of state and local government employees has increased, on average, 4.00% for the twelve months ended June 30, 2025 (see graph on the following page):

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- Given that the 2.90% PTELL cap is used in formulating the FY2026/27 budget, we are suggesting a COLA is in line with the PTELL cap of 2.90%. We are also recommending an additional merit pool of 0.50% to ensure the District remains in line with neighboring communities and a meaningful increase is provided to the District's top-performing employees.

RECOMMENDATION FOR MERIT POOL PERCENTAGES

With the Executive Director position excluded, staff encourages the Board to approve a COLA of 2.90% and merit pool of 0.50% for **full-time employees**. We believe the following rationale supports the recommendation.

- Over the long term, a real key to administering a meaningful merit system is that it is in line with or exceeds the cost of living and is competitive in the market. While employees who are meeting expectations will be provided with the COLA, the merit pool will be spread to employees based on performance.
- The Board last approved salary ranges in June 2025 based on a review of grades and salary ranges conducted by MGT, which supports a merit system of performance evaluation, within budget constraints and affordability. The approach of a COLA adjustment combined with merit-based increases aligns with the open range merit plan adopted in the 2025 Compensation Study.

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Specifically, the study notes, “it is recommended that a Cost-of-Living Adjustment (COLA) be considered annually. A COLA adjustment, when combined with the merit-based increases, supports both employee retention and financial sustainability for the Park District.

3. The recommended increase must be affordable within the framework of the proposed budget for FY2026/2027 and the 2025 tax levy, which was approved in November 2025. While the COLA aligns directly to the PTELL cap of 2.90%, history shows that the additional new property funding will exceed the 0.50% proposed merit increase. New property increases have averaged approximately 0.90% over the past 10 years. Additionally, program revenue continues to grow at a very strong rate. With the proposed COLA and merit pool, salaries and wages as a percentage of total program revenue is budgeted to be at approximately 57%, which is slightly below where that number has been over the past 10 years.
4. Staff have stepped up and performed admirably during the year, and accomplishments are many, including NRPA Gold Medal Finalist. Our staff have set challenging goals for the past year, meeting and exceeding many of them.

CONCLUSION

Staff would like to thank the Board for the opportunity to share our views relative to proposed salary increases. Our full-time staff remains the District's biggest asset. This past year, our staff has worked especially hard to maintain our services, significant capital projects, innovative programming, and efficient use of resources. We've been very fortunate to have terrific staff, and thank the Board for enabling us to attract and retain top talent.