

**SKOKIE PARK DISTRICT
THE BOARD OF PARK COMMISSIONERS
REGULAR MEETING
JUNE 16, 2026
6:30 P.M.**



*SKOKIE PARK DISTRICT
9300 WEBER PARK PLACE
SKOKIE, IL 60077-4200*





**BOARD OF PARK COMMISSIONERS
TUESDAY, JUNE 16, 2026 - 6:30 P.M.
REGULAR BOARD MEETING**

AGENDA

- I. CALL THE MEETING TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. ROLL CALL
- IV. APPROVAL OF REMOTE PARTICIPATION, IF REQUESTED
- V. COMMENTS FROM CITIZENS
- VI. CONSENT AGENDA APPROVAL
- VII. PUBLIC HEARING
 - A. Public Hearing on the FY 2026-2027 Tentative Budget and Appropriation Ordinance #26-002
- VIII. APPROVAL OF MINUTES
 - *A. Minutes of the Regular Board Meeting of May 12, 2026
 - *B. Minutes of the Annual Board Meeting of May 12, 2026
- *IX. BILLS PAYABLE FOR THE MONTH OF MAY/JUNE 2026
- X. TREASURER'S ACTION ITEMS
 - A. Approval of the Final Budget and Appropriation Ordinance for Fiscal Year 2026-2027 Ordinance #26-002
 - B. Approval of Electricity Purchase Contract
- XI. TREASURER'S REPORT
- XII. ATTORNEY'S REPORT – NO REPORT
- XIII. STAFF ACTION ITEMS
 - A. Approval of Personnel Policy Revisions
 - B. Approval of the Metropolitan Water Reclamation District Lease
 - C. Review of Final Status of 2025-2026 District Goals
 - D. Review and Approval of 2026-2027 District Goals

- *XV. STAFF REPORTS
 - A. Parks Division Report
 - B. Recreation and Facility Divisions Report
 - C. Marketing and Sponsorship Report
 - D. Information Technology Report
 - E. Community Committee Report

- XV. PRESIDENT’S REPORT
 - A. Regular and Annual Board Meetings – Tuesday, July 21, 2026 – 6:30 p.m.
 - B. Commissioner Comments
 - Board Retreat
 - C. Director Comments

- XVI. OLD BUSINESS

- NEW BUSINESS

- XVII. ADJOURNMENT

- XVIII. *Consent Agenda

Vision Statement
The Skokie Park District envisions a community where all of its residents enjoy a high quality of life through leisure time pursuits, beautiful open spaces, and first rate facilities.

Mission Statement
The Skokie Park District will realize its vision through teamwork, community partnerships, sound fiscal management, and creativity in every area of its operation.

Core Values
The Skokie Park District will fulfill its mission through:
•Commitment• Integrity• Innovation• Service •Openness •Environmental Stewardship •Inclusiveness



Skokie Park District **BOARD SUMMARY**



Date: June 16, 2026

To: Board of Park Commissioners

From: William G. Schmidt, Superintendent of Business Services

RE: Public Hearing on fiscal year 2026-2027 Tentative Budget and Appropriation Ordinance #26-002.

Summary: Law requires a public hearing be held concerning the Tentative fiscal year 2026-2027 Budget and Appropriation Ordinance #26-002.

Procedure:

1. Call Public Hearing to Order.
2. Call for comments from the public regarding the 2026-2027 Budget and Appropriation Ordinance #26-002.
3. Close the Public Hearing.

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF PARK COMMISSIONERS
SKOKIE PARK DISTRICT
MAY 12, 2026
6:30 P.M.**

ATTENDANCE AT THE MEETING

Board Members Present: President Susan Aberman
Vice President Ezra Jaffe
Commissioner Elsa Fischer
Commissioner Antonia Kasalo-Terihaj
Commissioner Courtney Williams

Others Present: Executive Director/Secretary Michelle J. Tuft
Superintendent of Business Services William G. Schmidt
Superintendent of Parks, Planning & Facilities Corrie Guynn
Superintendent of Recreation & Facilities Breanne Labus
Assistant Superintendent of Recreation Mary Amato
Marketing and Communications Director Jim Bottorff
Executive Administrative Assistant Ann Perez

CALL TO ORDER

President Aberman called the regular meeting of the Board of Park Commissioners to order at 6:30 p.m. and called for the recitation of the Pledge of Allegiance.

CITIZEN COMMENTS

There were no citizen comments.

CONSENT AGENDA APPROVAL

Commissioner Fischer moved to approve the Consent Agenda. Commissioner Williams seconded the motion. On a roll call vote, all Commissioners voted aye. Motion carried. The Consent Agenda consisted of the minutes of the Regular Board Meeting of April 21, 2026, minutes of the Finance Committee Meeting of April 15, 2026, bills payable for the month of April/May 2026, Treasurer's Report, and Staff Reports.

APPROVAL OF COMPREHENSIVE PLAN

Ms. Tuft said Hitchcock Design Group presented the final draft of the Comprehensive Plan at the January 20, 2026, board meeting. The document has not changed except for grammatical changes, and staff is recommending the approval of the Comprehensive Plan.

Commissioner Fischer moved to approve the 2026-2031 Comprehensive Plan. Commissioner Williams seconded the motion. On a roll call vote, all Commissioners voted aye. Motion carried.

PRESIDENT'S REPORT

The next regular and annual board meetings will be held Tuesday, June 16, 2026, at 6:30 p.m.

COMMISSIONER'S COMMENTS

Vice President Jaffe said he heard great comments about the Gleiss Park renovations.

Commissioner Fischer said the IAPD Legislative Conference was informative. The largest issue facing park districts comes from Department of Children and Family Services (DCFS) who is transitioning to be the Illinois Department of Early Childhood (IDEC). IAPD is working diligently to protect park districts from unnecessary mandates from IDEC.

DIRECTOR'S COMMENTS

Ms. Tuft reminded the board that the Festival of Cultures is this weekend with the opening ceremony at 1 p.m. on Saturday.

President Aberman and Ms. Tuft met with Village officials to address recent antisemitic issues in the parks.

Ms. Tuft met with the Village, Police Department, and Jewish leadership to talk about what the Village and Park District are doing to address antisemitism. Ms. Tuft also discussed the Stand-Up Skokie campaign. The tag line is Be Kind, Be Respectful and Be an Upstander.

OLD BUSINESS

Ms. Tuft provided an update on the Bessie Rhodes School property. The District 65 School Board will discuss listing two school properties for sale at their next board meeting and hope to decide on how to proceed by the second week of June. Two private schools, two governmental agencies and private entities have expressed interest in purchasing the property. The school district is valuing the property at \$4.8 million. They will be seeking community engagement in a few weeks via a survey and a public meeting. Ms. Tuft plans to attend.

President Aberman said it sounds like there is a lot of interest in the property.

NEW BUSINESS

Commissioner Fischer asked whether the board would like to hold a board retreat or team planning session. The board identified three possible dates—November 23, 24, or 30—and Ms. Tuft will place the item on the June agenda.

ADJOURNMENT

Commissioner Fischer moved to adjourn the regular meeting at 7:01 p.m. Commissioner Williams seconded the motion. On a roll call vote, all Commissioners voted aye. Motion carried. The regular meeting adjourned at 7:01 p.m.

Susan Aberman
President

Michelle J. Tuft
Secretary

June 16, 2026

**ANNUAL MEETING OF THE
BOARD OF PARK COMMISSIONERS
SKOKIE PARK DISTRICT
MAY 12, 2026**

ATTENDANCE AT MEETING

Board Members Present: Commissioner Susan Aberman
Commissioner Ezra Jaffe
Commissioner Elsa Fischer
Commissioner Antonia Kasalo-Terihaj
Commissioner Courtney Williams

Others Present: Executive Director Michelle J. Tuft
Treasurer William G. Schmidt
Superintendent of Parks, Planning & Facilities Corrie Guynn
Superintendent of Recreation Breanne Labus
Assistant Superintendent of Recreation Mary Amato
Marketing and Communications Manager Jim Bottorff
Executive Administrative Assistant Ann Perez

CALL TO ORDER

The meeting was called to order at 7:03 p.m.

APPOINTMENT OF TEMPORARY SECRETARY

President Aberman moved to appoint Michelle Tuft as the temporary Secretary to conduct the election of President of the Board of Park Commissioners for the fiscal year 2026-2027. Commissioner Fischer seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

ELECTION OF OFFICERS

Temporary Secretary Tuft entertained nominations for the office of President of the Board of Park Commissioners. Vice President Jaffe nominated Commissioner Fischer for President. Commissioner Williams seconded the motion. There were no other nominations. On a roll call vote, all Commissioners voted aye. Motion carried.

President Fischer then assumed leadership of the meeting.

President Fischer asked for nominations for Vice President. Commissioner Kasalo-Terihaj nominated Commissioner Jaffe. Commissioner Williams seconded the motion. No other nominations were made. On a roll call vote, all Commissioners voted aye. Commissioner Jaffe was elected Vice-President.

APPOINTMENT OF SECRETARY AND TREASURER

President Fischer moved to appoint Michelle Tuft as the Board Secretary. Vice President Jaffe seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

President Fischer moved to appoint Bill Schmidt as the Board Treasurer. Vice President Jaffe seconded the motion. On a voice vote, all Commissioner voted aye. Motion carried.

APPOINTMENT OF COMMITTEE CHAIRS

Ms. Tuft noted that the Board rarely holds committee meetings and asked whether it wished to continue them. She explained that committees are mainly used for parks public hearings and the annual finance committee meeting to approve the budget. She questioned whether they are still needed and suggested discussing the matter at the Board retreat.

President Fischer asked the Board to review current committee chairs and to choose a committee. The committee chairs are as follows:

Vice President Jaffe – Finance
Commissioner Williams – Recreation
Commissioner Kasalo-Terihaj – Parks
Commissioner Aberman – Marketing

No motion required.

APPOINTMENT OF OPEN MEETINGS ACT OFFICER AND ALTERNATE

President Fischer moved to appoint Michelle Tuft as the open meetings act officer and Bill Schmidt as the alternate. Commissioner Williams seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

APPOINTMENT OF FREEDOM OF INFORMATION ACT OFFICERS

Vice President Jaffe moved to appoint Michelle Tuft, Bill Schmidt, Corrie Guynn and Breanne Labus as Freedom of Information Act Officers. Commissioner Kasalo-Terihaj seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

**APPOINTMENT OF THE ILLINOIS MUNICIPAL RETIREMENT FUND (IMFR)
AUTHORIZED AGENT**

Vice President Jaffe moved to appoint Laura Le as the IMRF Authorized Agent. Commissioner Williams seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

**APPOINTMENT OF MAINE-NILES ASSOCIATION OF SPECIAL RECREATION
(M-NASR) BOARD ALTERNATE**

Vice President Jaffe moved to appoint Breanne Labus as the M-NASR board representative alternate. Commissioner Kasalo-Terihaj seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

ADOPTION OF OFFICIAL MEETING DAY, TIME, AND LOCATION

Vice President Jaffe moved to adopt the third Tuesday of the month at 6:30 p.m. at the Weber Leisure Center as the official meeting date, time, and location for the Skokie Park District Board of Park Commissioners for the fiscal year 2026-2027. Commissioner Kasalo-Terihaj seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

ADOPTION OF OFFICIAL DEPOSITORIES

Commissioner Williams moved that Wintrust Financial, Chase Bank N.A, Wells Fargo Corporate Trust Services, First Bank Chicago, Illinois Institutional Investors Trust, Bank of New York, Zions Bank, Byline Bank and Ehlers Bond Trust Services be approved as official depositories for the Skokie Park District for fiscal year 2026-2027. Commissioner Aberman seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

ADOPTION OF OFFICIAL SIGNATORIES FOR BANKING PURPOSES

Commissioner Williams moved that the President, Vice President, Secretary, and Treasurer be designated as official signatories of the Skokie Park District for banking purposes for fiscal year 2026-2027. Commissioner Kasalo-Terihaj seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

ADOPTION OF OFFICIAL PUBLICATION FOR LEGAL NOTICES

Commissioner Williams moved to designate the Pioneer Press - Skokie Review as the official publication of the Skokie Park District for the fiscal year of 2026-2027. Commissioner Kasalo-Terihaj seconded the motion. On a voice vote, all Commissioners voted aye. Motion carried.

ADJOURNMENT

Commissioner Aberman moved to adjourn the meeting. Commissioner Williams seconded the motion. On a roll call vote, all Commissioners voted aye. Motion carried. The annual meeting adjourned at 7:11 p.m.

Elsa Fischer
President

Michelle Tuft
Secretary

June 16, 2026



Skokie Park District BOARD SUMMARY



Date: June 16, 2026
To: Board of Park Commissioners
From: William G. Schmidt, Superintendent of Business Services
RE: Approval of the Final Budget and Appropriation Ordinance
Fiscal Year 2026-2027 Ordinance # 26-002

Summary: Attached is the Final Budget and Appropriation Ordinance for fiscal year 2026-2027. This ordinance allows the District to spend money.

The Tentative Budget and Appropriation Ordinance has been on public display for more than the legally required thirty (30) days.

The Final Budget and Appropriation Ordinance is exactly the same as the Tentative Budget and Appropriation Ordinance.

Staff is requesting Board approval of the Final Budget and Appropriation Ordinance. Ordinance #26-002 will be filed with the County Clerk's Office once approved.

Recommendation: Staff recommends the adoption of the Final Budget and Appropriation Ordinance # 26-002 for fiscal year 2026-2027 in the amount of \$36,213,262 including the five-year Capital Development Plan totaling \$9,975,932.

Motion: Move to approve the Final Budget and Appropriation Ordinance # 26-002 for fiscal year 2026-2027 in the total amount of \$36,213,262, including the five-year Capital Development Plan totaling \$9,975,932.

Ordinance # 26-003

FINAL

ANNUAL BUDGET AND APPROPRIATION ORDINANCE
SKOKIE PARK DISTRICT
SKOKIE, COOK COUNTY, ILLINOIS
FOR THE FISCAL YEAR BEGINNING MAY 1, 2026
AND ENDING APRIL 30, 2027

WHEREAS, the Board of Park Commissioners of the Skokie Park District, County of Cook, State of Illinois, caused to be prepared in tentative form, a Budget and Appropriation Ordinance, and the Secretary of the Board has made the same conveniently available to public inspection for at least thirty (30) days prior to the final action thereon; and

WHEREAS, a public hearing was held as to such Budget and Appropriation Ordinance on the 16th day of June 2026 and notice of said hearing was given at least one (1) week prior thereto as required by law.

NOW THEREFORE, BE IT ORDAINED by the Board of Park Commissioners of the Skokie Park District, as follows:

Section 1: That the fiscal year of the Park District is hereby fixed and declared to begin May 1, 2026, and ending April 30, 2027.

Section 2: That the following budget contains an estimate of expenditures from each Fund, are hereby adopted as the Budget and Appropriations of the Skokie Park District for the said fiscal year, and the following sums of money:

<u>FUND</u>	<u>TOTAL EXPENDITURES</u>
Corporate.....	\$5,520,714
Building Improvement Fund.....	1,112,000
Vehicle/Machinery Replacement Fund.....	268,000
Recreation.....	17,977,038
Recreation for the Handicapped.....	1,257,240
Museum Fund.....	1,546,081
Illinois Municipal Retirement Fund.....	448,000
Insurance Protection.....	668,325
Social Security.....	1,147,524
Audit Fund.....	50,000
General Obligation Bond Retirement.....	<u>6,218,340</u>

APPROPRIATION GRAND TOTAL..... \$36,213,262

or as much thereof as may be authorized by law, are hereby appropriated for the purposes of the Skokie Park District, as hereinafter specified for said fiscal year.

PART I
ESTIMATED REVENUES AVAILABLE
BY SOURCES

Estimated Cash and Investments on hand May 1, 2026.	\$ 12,426,526
General Taxes.....	13,974,022
Personal Property Replacement Tax.....	500,000
Interest on Investments.....	268,628
Recreation Registration and other Receipts.....	15,851,838
Transfers\Grants\Bond Proceeds.....	4,501,984
Sale of Property	9,000
Miscellaneous/Other.....	<u>599,199</u>
Estimated Revenues Available.....	48,131,197
Less Estimated Expenditures.....	<u>36,213,262</u>
Estimated Ending Cash Balance on April 30, 2027....	<u>\$11,917,935</u>

PART II
ESTIMATED EXPENDITURES
GENERAL CORPORATE FUND

Salaries:

1. Supervisors.....	\$582,487
2. Maintenance.....	1,189,833
3. Office Staff.....	1,274,684
4. Administrative.....	414,268
5. Leaders	<u>10,500</u>
TOTAL.....	<u>3,471,772</u>

Services:

1. Facility and Equipment Repair & Operation.....	\$332,590
2. Printing, Postage and Advertising.....	39,916
3. Subscriptions and Dues.....	45,486

4. Professional and Contractual Services.....	876,110
5. Equipment Rental.....	3,000
6. Transfers/Allocations.....	<u>(1,743,430)</u>
TOTAL.....	<u>\$(446,328)</u>

Utilities:

1. Electricity.....	\$ 49,879
2. Water.....	50,740
3. Gas.....	10,804
4. Communications.....	87,804
5. Security Alarm Service.....	<u>300</u>
TOTAL.....	<u>\$ 199,527</u>

Supplies:

1. Office Supplies.....	\$ 38,000
2. Maintenance Supplies.....	55,826
3. Landscaping Supplies.....	149,005
4. Program Supplies.....	<u>2,550</u>
Total	<u>\$245,381</u>

General Government:

1. General Administrative.....	\$704,588
2. Employees Benefits Insurance.....	641,796
3. Interest Expense (ARS)	559,479
4. Transfers	<u>144,500</u>
TOTAL.....	<u>\$ 2,050,363</u>

CORPORATE FUND..... \$5,520,714

BUILDING IMPROVEMENT FUND

1. Capital Expenditures.....	\$ 724,000
2. Contractual Services	120,000
3. Transfers	<u>268,000</u>
TOTAL BUILDING IMPROVEMENT FUND	<u>\$1,112,000</u>

VEHICLE MACHINERY REPLACEMENT FUND

1. Capital Expenditures.....	<u>\$268,000</u>
TOTAL VEHICLE MACHINERY REPLACEMENT FUND.....	<u>\$268,000</u>

RECREATION FUND

Salaries:

1. Program Supervisors.....	\$2,486,420
2. Program Instructors.....	2,469,453
3. Program Leaders.....	1,550,422
4. Attendants & Guards.....	872,601
5. Maintenance.....	1,108,257
6. Office Staff.....	423,027
7. Administrative.....	<u>766,485</u>
TOTAL.....	<u>\$9,676,665</u>

Services:

1. Facility and Equipment Repair & Operation.....	\$410,432
2. Printing, Postage and Advertising.....	151,627
3. Subscriptions and Dues.....	42,916
4. Professional and Contractual Services.....	936,967
5. Facility & Equipment Rental.....	427,216
6. Allocations/Transfers.....	1,633,440
7. Transportation and Admissions.....	<u>363,592</u>
TOTAL.....	<u>\$3,966,190</u>

Utilities:

1. Electricity.....	\$497,767
2. Water.....	221,551
3. Gas.....	129,566
4. Communications.....	82,124

5. Security Alarm Service..... 29,073

TOTAL..... \$960,081

Supplies:

1. Program Supplies..... \$ 892,548

2. Maintenance Supplies..... 146,906

3. Landscaping Supplies..... 69,550

4. Program Awards..... 10,743

5. Office Supplies..... 13,500

6. Concession Supplies..... 95,517

TOTAL..... \$1,228,764

General Government:

1. General Administrative..... \$ 48,830

2. Employees Medical Insurance..... 720,708

3. Principal & Interest Skatium Bonds..... 292,800

4. Capital Expenditures..... 1,083,000

TOTAL..... \$2,145,338

TOTAL RECREATION FUND..... 17,977,038

RECREATION FOR THE HANDICAPPED FUND

1. Shared costs of Special Recreation Association... \$ 651,389

2. ADA Compliance Instructors..... 405,851

3. ADA Programs..... 200,000

TOTAL FOR THE RECREATION FOR THE HANDICAPPED FUND \$1,257,240

MUSEUM FUND

Salaries:

1. Program Supervisors..... \$300,850

2. Program Instructors..... 252,793

3. Program Leaders..... 149,248

4. Attendants and Guards.....	34,195
5. Maintenance.....	87,311
6. Office Staff.....	<u>158,397</u>
TOTAL.....	<u>\$ 982,794</u>

Services:

1. Facility and Equipment Repair & Operation.....	\$ 40,123
2. Printing, Postage and Advertising.....	\$ 3,231
3. Subscriptions and Dues.....	1,051
4. Professional and Contractual Services.....	135,880
5. Equipment Rental	8,829
6. Transportation and Admissions	31,239
7. Transfers and Allocations	<u>119,186</u>
TOTAL.....	<u>\$339,539</u>

Utilities:

1. Electricity.....	\$ 4,917
2. Water.....	2,112
3. Gas.....	5,933
4. Communications.....	6,756
5. Security Alarm Service.....	<u>9,564</u>
TOTAL.....	<u>\$29,282</u>

Supplies:

1. Program Supplies.....	\$ 40,626
2. Maintenance Supplies.....	6,688
3. Office Supplies.....	625
4. Landscaping.....	2,350
5. Concession Supplies.....	<u>1,375</u>
TOTAL.....	<u>\$ 51,664</u>

General Government:

1. General Administrative.....	\$ 5,530
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2. Employees Medical Insurance.....	<u>137,272</u>
TOTAL.....	<u>142,802</u>
TOTAL MUSEUM FUND.....	<u>\$1,546,081</u>

ILLINOIS MUNICIPAL RETIREMENT FUND

1. Contributions to Employee Pensions.....	<u>\$ 448,000</u>
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INSURANCE PROTECTION

1. Salary & Wages Supervisor.....	\$ 80,045
2. Salary & Wages Instructors.....	800
3. General Administrative.....	10,544
4. Safety Programs.....	110,936
3. Illinois Unemployment Compensation Insurance.....	18,000
4. Liability Insurance.....	<u>448,000</u>
TOTAL INSURANCE PROTECTION FUND.....	<u>\$ 668,325</u>

SOCIAL SECURITY FUND

1. Social Security.....	<u>1,147,524</u>
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AUDIT FUND

1. Annual Audit Services.....	<u>\$ 50,000</u>
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GENERAL OBLIGATION BOND RETIREMENT FUND

1. Principal and Interest on Bonds Issues May 1, 2007 Series 2007B CABS.....	\$2,300,000
2. Principal and Interest on 2022A Limited Tax Bonds Issued April 2022 Series 2022A.....	\$ 591,417
3. Principal & Interest on Series 2025B.....	\$2,880,523
4. Paying Agent Fees/Professional Fees.....	46,400
5. Transfers Out.....	<u>\$ 400,000</u>
TOTAL GENERAL OBLIGATION BOND RETIREMENT FUND....	<u>\$6,218,340</u>

Section 3 That the several sums hereinbefore mentioned, the aggregate amount of which is \$36,213,262 are hereby appropriated as proportionate fractional

parts of said amount of \$36,213,262. That all of the unexpended balances of any item or items of any general appropriation made in this Ordinance be expended in making up any insufficiency in any item or items in the same general appropriation made by this Ordinance, in accordance with applicable law.

Section 4: That all unexpended balances from appropriations of previous years are hereby re-appropriated for the same or similar purposes.

Section 5: That the invalidity of any portion of this Ordinance, or any of the items thereof, shall not render invalid any other portion or item thereof which can be given effect without the invalid part.

Section 6: That this Ordinance shall be in full force and effect after its passage and approval according to law.

PASSED THIS 16th day of June 2026

Ayes: Commissioners _____

Nays: Commissioners _____

Absent: Commissioners _____

APPROVED on this 16th day.

Of June, A.D., 2026

Susan Aberman
President Board of Park Commissioners
Skokie Park District
Cook County, Illinois

ATTESTED and filed in my office this.

16th day of June, A.D., 2026

Michelle J. Tuft
Secretary, Skokie Park District

(District Seal)

CERTIFICATE OF TREASURER/CHIEF FISCAL OFFICER

I, William G. Schmidt, do hereby certify that I am duly appointed and acting Treasurer of the Board of Park Commissioners of the Skokie Park District, Cook County, Illinois and that as Treasurer I am the Chief Fiscal Officer of the corporate authority of said Park District.

I do further certify that the annexed copy of the Annual Budget and Appropriation Ordinance of the Skokie Park District for the fiscal year beginning May 1, 2026, and ending April 30, 2027 is a full, true, complete, correct, and compared copy of said ordinance as duly adopted by the Board of Park Commissioners of said Park District on June 16, 2026. Within such ordinance, I do certify that the estimated revenues by source anticipated to be received is true and correct.

IN WITNESS WHEREOF, I have signed my name in my official capacity as the Treasurer and Chief Fiscal Officer of the Board of Park Commissioners of the Skokie Park District at Skokie, Illinois on the 16th day of June 2026.

William G. Schmidt, Treasurer
Skokie Park District

ATTEST:

Michelle J. Tuft, Secretary

(District Seal)

CERTIFICATION

I, Michelle J. Tuft, hereby certify that I am the duly appointed Secretary of the Board of Park Commissioners of the Skokie Park District, Cook County, Illinois, and that as such I am the keeper of the ordinances, resolutions and minutes of the Board of Park Commissioners of said Park District and the Park District seal.

I hereby further certify that attached hereto is a true and complete copy of the Annual Budget and Appropriation Ordinance of the Skokie Park District for the fiscal year beginning May 1, 2026, and ending April 30, 2027 duly adopted by the Board of Park Commissioners at a regular meeting held on June 16, 2026.

Michelle J. Tuft, Secretary
Skokie Park District

(District Seal)



Skokie Park District BOARD SUMMARY



Date: June 16, 2026

To: Board of Park Commissioners

From: William G. Schmidt, Superintendent of Business Services

RE: Electricity Purchase Contract

Summary: For the past eighteen months, the District has contracted with CPV Retail to supply electricity usage. The current fixed-rate agreement will expire on December 1, 2026.

EnerNova Partners has been gathering quotes for fixed electricity prices for all twenty-nine District facilities that use electricity. The staff recommends entering into a contract with NRG Business Marketing LLC to purchase electricity at a fixed rate of \$0.0449 per KW beginning December 2026. Currently, the cost is \$0.0453 per KW.

The contract is attached.

Recommendation: Staff recommend entering into a purchase contract with NRG Business Marketing LLC for a period of eighteen months beginning December 1, 2026, through June 1, 2028, at a fixed rate cost of \$0.0449/KW.

Motion: Move to approve an eighteen-month purchase contract for electricity supply with NRG Business Marketing LLC beginning December 1, 2026, for all twenty-nine facilities of the Skokie Park District at a fixed rate cost of \$0.0449/KWh.



This Commodity Master Agreement ("CMA") between **NRG Business Marketing LLC**, and **Direct Energy Business, LLC**, each a Delaware limited liability company (collectively "Seller" or "NRG"), and Skokie Park District ("Customer") (each a "Party" and collectively, the "Parties") is entered into and effective as of May 27, 2026.

1. Transactions: This CMA applies to all end-use sales of electric power and/or natural gas as applicable (each a "Commodity" and collectively, the "Commodities"), by the applicable Seller to Customer (each sale a "Transaction"). Transactions will be memorialized in a transaction confirmation signed by Customer and Seller (each a "Transaction Confirmation"). Each Transaction Confirmation sets forth the applicable Seller providing the service to Customer. This CMA, any amendments to this CMA and related Transaction Confirmation(s) (together, a single integrated, "Agreement") is the entire understanding between Parties with respect to the Commodities and supersedes all other communication and prior writings with respect thereto; no oral statements are effective.

2. Performance: Customer is obligated to purchase and receive, and Seller is obligated to sell and provide, the Contract Quantity of Commodity. Customer's estimated monthly Contract Quantity is specified in the applicable Transaction Confirmation. Customer will only use the Commodity at the Service Location(s) listed in the applicable Transaction Confirmation and must not resell the Commodity.

3. Term: This CMA shall remain in effect until terminated by either Party pursuant to Section 14 or for convenience upon at least 30 days' prior written notice; except that this CMA will remain in effect with respect to Transaction Confirmations entered into prior to the effective date of the termination until both Parties have fulfilled all outstanding obligations. Each Transaction Confirmation sets forth the Initial Term which together with any Renewal Term constitutes the Delivery Period.

4. Purchase Price: Customer will pay the Purchase Price stated in each Transaction Confirmation, subject to Sections 5 and 10. If the Purchase Price incorporates an index and the index is not announced or published on any day for any reason or if the Seller reasonably determines that a material change in the formula for or the method of determining the Purchase Price has occurred, then the Parties will use a commercially reasonable replacement price calculated by the Seller.

5. Changes to Purchase Price: If there is a new or modified tariff, law, order, rule, tax, regulation, transmission rate, or a change by any LDC, EDC or ISO to supplier obligations to serve, which increase Seller's costs, Seller may allocate the increased costs to Customer in the form of an adjusted Purchase Price or a separate line item on Customer's invoice.

6. Billing and Payment: Seller will invoice Customer and Customer will pay for the Actual Quantity of Commodity and any other amounts that are Customer's responsibility under this Agreement. Unless otherwise set forth on a Transaction Confirmation, payment is due within 15 days of the date of the invoice, and late fees will be accrued at 1.50% per month or, if lower, the maximum rate permitted by law. If Seller cannot verify the Actual Quantity when an invoice is issued, Seller will estimate the Actual Quantity. Seller will adjust Customer's account following (i) confirmation of the Actual Quantity, (ii) any Utility adjustment, or (iii) any other corrections or adjustments, including adjustments to, or re-calculation of Taxes. Customer is also responsible for all costs and fees, including reasonable attorney's fees, incurred in collecting any amounts owed to Seller and any fee charged to Seller for Customer's insufficient funds. "Actual Quantity" means the quantity of Commodity that is either delivered or metered, as applicable, to Customer's account. "Utility" means a state regulated entity engaged in the distribution of the applicable Commodity.

7. Taxes: The Purchase Price does not include Taxes that are or may be the responsibility of the Customer, unless such inclusion is required by law. Customer will reimburse Seller for any Taxes that Seller is required to collect and pay on Customer's behalf and will indemnify, defend and hold Seller harmless from any liability against all Taxes for which Customer is responsible. It is Customer's responsibility to provide Seller with any applicable Tax exemption documentation and Customer will be liable for any Taxes assessed against Seller because of Customer's failure to timely provide or properly complete any such documentation. "Taxes" means all applicable federal, state and local taxes, including any associated penalties and interest and any new taxes imposed in the future during the term of this Agreement. Liabilities imposed in this Section will survive the termination or expiration of this Agreement.

8. Disputes: If either Party in good faith disputes amounts owed hereunder, the disputing Party will contact the non-disputing Party in writing and pay the undisputed amount by the payment due date. The Parties will have 15 Business Days to negotiate a resolution. If such dispute is not resolved, the disputing Party will immediately pay the balance of the original invoice, plus late fees from the original

due date, and either Party may exercise any remedy available to it at law or equity. "Business Day" means any day on which banks are open for commercial business in New York, New York; any reference to "day(s)" means calendar days.

9. Title and Risk of Loss: Title to, possession of and risk of loss to the Commodity will pass to Customer at the Delivery Point specified in the applicable Transaction Confirmation.

10. Material Deviation: Seller may in its sole discretion pass through to Customer any losses and/or costs incurred by Seller related to a deviation of +/-25% from Contract Quantity (or, as applicable, estimated Contract Quantities) stated in the applicable Transaction Confirmation (which is not caused by weather).

11. Force Majeure: Other than payment obligations, a Party claiming Force Majeure will be excused from its obligations only if it provides prompt notice of the Force Majeure event, uses due diligence to remove its cause and resumes performance as promptly as reasonably possible. During a Force Majeure event, Customer will not be excused from its responsibility to pay for natural gas balancing charges nor from its responsibility to pay for Commodity received. "Force Majeure" means a material, unavoidable occurrence beyond a Party's control, and does not include inability to pay, an increase or decrease in Taxes or the cost of Commodity, the economic hardships of a Party, or the full or partial closure of Customer's facilities, unless such closure itself is due to Force Majeure.

12. Financial Responsibility: Seller's entry into this Agreement and each Transaction is conditioned on Customer, its parent, any guarantor or any successor maintaining its creditworthiness during the Delivery Period. When Seller has reasonable grounds for insecurity regarding Customer's ability or willingness to perform all of its outstanding obligations under any Transaction Confirmation between the Parties, Seller may require Customer to provide adequate assurance, which may include, in Seller's discretion, security in the form of cash deposits, letters of credit or other guaranty of payment or performance ("Credit Assurance").

13. Default: "Default" means: (i) failure of either Party to make payment by the applicable due date and the payment is not made within 3 Business Days of Seller's demand; (ii) failure of Customer to provide Credit Assurance within 2 Business Days of Seller's demand; (iii) any representation or warranty made by a Party in this Agreement proves to have been false or misleading in any material respect when made or ceases to remain true and such breach is not cured within 15 Business Days after written notice; (iv) a secured party has taken possession of all or any substantial portion of its assets or is dissolved or has a resolution passed for its winding-up, official management or liquidation (other than pursuant to a consolidation or merger where the surviving entity has assumed all of the respective obligations of such Party under this Agreement); (v) failure of a Party to fulfill any of its obligations in this Agreement (except as otherwise provided in subsections (i), (ii) (iii) and (iv) hereof) and such failure is not cured within 15 Business Days after written notice; provided that no cure period or demand for cure applies to an early termination of a Transaction Confirmation by Customer or due to a default under Section 15(A)(iii).

14. Remedies: In the event of a Default, the non-defaulting Party may: (i) withhold any payments or suspend performance; (ii) accelerate any amounts owing between the Parties and terminate any or all Service Locations under any or all Transactions and/or this CMA between the Parties; (iii) calculate a settlement amount by calculating all amounts due to Seller for Actual Quantity and the Close-out Value for each terminated Service Location under the Transaction Confirmation(s) being terminated; and/or (iv) net or aggregate all settlement amounts and all other amounts owing between (a) the non-defaulting Party and its affiliates and (b) the defaulting Party under this Agreement and any other Commodity agreements, whether or not due and whether or not subject to any contingencies, plus costs, into one single amount ("Net Settlement Amount"). Any Net Settlement Amount due from the defaulting Party to the non-defaulting Party will be paid within 3 Business Days of written notice from the non-defaulting Party. A late fee on any unpaid portion of the Net Settlement Amount will accrue at the rate identified on the Transaction Confirmation. "Close-out Value" is the sum of (a) the amount owed to the non-defaulting Party for the Contract Quantities (or, as applicable, estimated Contract Quantities) remaining to be delivered as stated in the applicable Transaction Confirmation(s) during the remaining Initial Term or, if applicable, the current Renewal Term, calculated by determining the difference between the Purchase Price and the Market Price for those quantities; and (b) without duplication, any net losses or costs incurred by the non-defaulting Party for terminating the Transaction(s), including costs of obtaining, maintaining and/or liquidating commercially reasonable hedges, natural gas balancing charges, and/or transaction costs. "Market Price" means the price for similar quantities of Commodity at the Delivery Point during the remaining Initial Term or, if applicable, the current Renewal Term. For purposes of determining Close-out Value, Market Price may be established by Seller through information available to Seller internally or through third parties. The Parties agree that Close-out Value constitutes a reasonable approximation of damages and is not a penalty or punitive in any respect. Physical liquidation of a Transaction or entering into a replacement transaction is not required to determine Close-out Value or Net Settlement Amount. The defaulting Party is responsible for all costs and fees incurred for collection of Net Settlement Amount, including, reasonable attorney's fees and expert witness fees.

15. Representations, Warranties and Covenants: Each of the following are deemed to be repeated each time a Transaction Confirmation is entered into and during the Delivery Period. **A.** Each Party represents that: (i) it is duly organized, validly existing and in good standing under the laws of the jurisdiction of its formation and is qualified to conduct its business in those jurisdictions necessary to perform to this Agreement; (ii) the execution of this Agreement is within its powers, has been duly authorized and does

not violate any of the terms or conditions in its governing documents or any contract to which it is a party or any law applicable to it; and (iii) there are no bankruptcy, insolvency, reorganization, receivership or other similar proceedings pending or being contemplated by it, its parent or guarantor or to its knowledge, threatened against it, its parent or guarantor. **B.** Customer represents, warrants and covenants that: (i) it is not a residential customer; (ii) execution of this Agreement initiates enrollment and service for the Delivery Period; (iii) if the person or entity signing this Agreement is doing so in its capacity as an agent, such agent represents and warrants that it has the authority to bind the principal to all the provisions contained herein and agrees to provide Seller true, correct and complete documentation of such agency relationship, and (iv) (a) it has and will provide, to Seller, all information reasonably required to substantiate its usage requirements; (b) acceptance of this Agreement constitutes an authorization for release of such usage information; (c) it will assist Seller in taking all actions necessary to effectuate Transactions, including providing an authorization form permitting Seller to obtain its usage information; and (d) the usage information provided is true and accurate as of the date furnished and as of the effective date of the applicable Transaction Confirmation. **C.** Each Party acknowledges that: (i) this Agreement is a forward contract and a master netting agreement as defined in the United States Bankruptcy Code ("Code"); (ii) this Agreement does not create an association, trust, partnership, or joint venture in any way between the Parties, nor does it create any relationship between the Parties other than that of independent contractors for the sale and purchase of Commodity; (iii) Seller is not a "utility" or an "energy generation facility" as defined in the Code; (iv) Commodity supply will be provided by Seller under this Agreement, but delivery will be provided by Customer's Utility; (v) Seller does not own or operate transmission and distribution systems through which the Commodity is delivered to Customer, and Seller is not liable for any damages or Losses associated with such transmission or distribution systems; and (vi) Customer's Utility, and not Seller, is responsible for responding to natural gas leaks or Commodity emergencies if they occur. **D.** Seller warrants that (i) it has good title to Commodity delivered, (ii) it has the right to sell the Commodity, and (iii) the Commodity as delivered will be free from all royalties, liens, encumbrances, and claims. EXCEPT AS EXPRESSLY SET FORTH IN THIS SECTION, ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY WARRANTY OF MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE, ARE DISCLAIMED.

16. Confidentiality: Except as otherwise provided below, Seller shall maintain the confidentiality of Customer's data collected for purposes of fulfilling the terms of this Agreement including Customer's name, address, telephone number, electric usage and historic payment information as required by applicable regulation and law. Customer shall maintain the confidentiality of this Agreement and will not without Seller's prior written consent, disclose the terms of this Agreement or any on-line account management password, to any third party, other than Customer's employees, affiliates, agents, auditors and counsel who are bound by confidentiality obligations not to disclose this Agreement. Seller may disclose or share the terms of this Agreement or Customer's data provided under or relating to this Agreement, with its affiliates, agents, employees, lenders, permitted assignees, or service providers who have agreed to confidentiality obligations not to disclose or share such information and to use it only in the course of their performance of services. Where required by applicable regulation or law, Seller will obtain Customer's consent to disclose or share Customer's data for any other purpose not defined herein.

17. Indemnification; Limitation of Liability: **A.** Only the Seller and the Customer that are Parties to a Transaction Confirmation will have any duties, obligations, or liabilities arising under that Transaction Confirmation. **B.** Customer will be responsible for and shall indemnify, defend, and hold harmless, Seller against all losses, costs and expenses, including court costs and reasonable attorney's fees, arising out of claims for personal injury, including death, or property damage from the Commodity or other charges (collectively, "Losses") that attach after title passes to Customer. **C.** Seller will be responsible for and indemnify, defend, and hold harmless, Customer against any Losses that attach before title passes to Customer. **D.** EXCEPT AS OTHERWISE STATED IN THIS AGREEMENT, NEITHER PARTY WILL BE LIABLE TO THE OTHER UNDER THIS AGREEMENT FOR CONSEQUENTIAL, INDIRECT OR PUNITIVE DAMAGES, LOST PROFITS OR SPECIFIC PERFORMANCE.

18. Other: **A.** The Agreement, and any dispute arising hereunder, is governed by the law of the state in which the Service Locations are located, without regard to any conflict of rules doctrine. **B.** Each Party waives its right to a jury trial regarding any litigation arising from this Agreement. **C.** No delay or failure by a Party to exercise any right or remedy to which it may become entitled under this Agreement will constitute a waiver of that right or remedy. **D.** Any notice or waiver including without limitation any termination or disconnection notice, shall be provided in writing and, if sent to Seller, a copy delivered to: NRG Business Marketing LLC or Direct Energy Business, LLC (as applicable), Attn: Client Services, 910 Louisiana Street, Houston, TX 77002; Email: ContractSupport@nrg.com. Notice sent by electronic means shall be deemed to have been received by the close of the Business Day on which it was transmitted, or such earlier time as is confirmed by the receiving Party. Notice delivered by overnight courier shall be deemed to have been received on the Business Day after it was sent, or such earlier time as is confirmed by the receiving Party. Notice delivered by first class mail (postage prepaid) shall be deemed to have been received at the end of the third Business Day after the date of mailing. **E.** No amendment to this Agreement will be enforceable unless reduced to writing and executed by both Parties. **F.** Seller may pledge, encumber or assign this Agreement or the accounts, revenues and proceeds thereof without Customer's consent. Customer may not assign this Agreement without Seller's consent not to be unreasonably withheld. **G.** This Agreement may be signed in separate counterparts by the Parties, each of which when signed and delivered shall be an original, but all of which shall constitute one and the same instrument. **H.** Any capitalized terms not defined in this CMA are defined in the Transaction Confirmation or shall have the meaning set forth in the applicable Utility rules, tariffs or other governmental regulations, or if not defined therein then it shall have the generally accepted meaning customarily attributed to it in the Commodity industries, as applicable. **I.** Any document generated by the Parties with respect to the Agreement, including the Agreement, may be imaged and stored electronically and may

be introduced as evidence in any proceeding as if it were an original business record and shall not be contested by either party as admissible evidence. J. Where an agent represents multiple parties under this Agreement, this Agreement will constitute a separate agreement with each such Party, as if each such Party executed a separate CMA, and that no such Party shall have any liability under this document for the obligations of any other Parties. K. If a conflict arises between the terms of this CMA and a Transaction Confirmation, the Transaction Confirmation will control with respect to that particular Transaction. L. If a broker, agent, aggregator or other similar agent ("Agent") has been involved in any Transaction, that Agent is an agent of Customer only and not an agent of Seller and may receive a commission from Seller out of monies Customer pays to Seller under this Agreement. Customer acknowledges and agrees that Seller may share information regarding Customer's Commodity usage and payment with the Agent necessary to comply with any commission agreement or other similar agreement between Seller and Agent. Customer may authorize Seller in writing to grant Customer's Agent access to Customer's online account with Seller.

This CMA is entered into and effective as of the date written above.

Customer: Skokie Park District

Seller: Direct Energy Business, LLC
NRG Business Marketing LLC

By: William G. Schmidt
Name: William G Schmidt
Title: _____
Date: Supt. Of Bus.Srvces Treasurer
27/05/26

By: _____
Name: _____
Title: _____
Date: _____



Direct Energy Business, LLC
 1001 Liberty Avenue Pittsburgh, PA 15222
 1.888.925.9115
www.directenergy.com

Date: May 27, 2026
 Contract ID: 9700101

CUSTOMER INFORMATION

Customer Name: Skokie Park District
Contact Name: Bill Schmidt
Address: 9300 WEBER PARK PL, SKOKIE, IL, 600774200
Telephone: 8479334356
Fax:
Email: wgschmidt@skokieparks.org

Billing Contact:
3rd Party Bill Pay:
Billing Address:
Telephone:
Fax:
Email:

ELECTRICITY TRANSACTION CONFIRMATION - Illinois Bundled Energy Only

This Transaction Confirmation confirms the terms of the Electricity Transaction entered into between Direct Energy Business, LLC ("Seller"), and the customer above ("Buyer" or "Customer") pursuant to the terms of the Commodity Master Agreement dated May 27, 2026, as may be amended (the "CMA"). The Exhibit A for the Purchase Price described below is attached to, and is made a part of, this Transaction Confirmation. The Purchase Price excludes Utility transmission and distribution charges and Taxes that are or may be the responsibility of Customer. Customer's execution and submission of this Transaction Confirmation, including Exhibit A hereto, to Seller shall constitute an offer from Customer to Seller to purchase the Commodity on the terms set forth in the CMA. This Transaction Confirmation shall become effective only upon (i) execution by Customer of this Transaction Confirmation, including Exhibit A, and CMA; and (ii) the earlier of (a) execution of the CMA and this Transaction Confirmation by Seller or (b) written confirmation by Seller of its acceptance of the Transaction Confirmation to Customer.

DELIVERY PERIOD

For each Service Location, the first meter read date will be on or after: December 01, 2026, and will continue for a term of 18 Months. Seller will request the Utility to enroll Customer on the first meter read date in the first month of the Delivery Period as defined by the Utility. The service start date hereunder will be the date that the Utility enrolls Customer for Seller's services. Seller shall not be liable for any lost savings or lost opportunity as a result of a delay in service commencement due to actions or inactions of the Utility.

Upon the expiration of the Delivery Period, this Transaction shall continue for successive one month terms (collectively the "Renewal Term") until either Party notifies the other Party in writing of its intention to terminate, at least 15 days prior to the end of the Delivery Period or 15 days prior to the end of each successive month Renewal Term. The termination date shall be the next effective drop date permitted by the Utility. All terms of the Agreement will remain in effect through the termination date as set by the applicable Utility. During the Renewal Term, the Purchase Price for each successive month Renewal Term will be the then market-based price for similar quantities of Commodity at the Delivery Point, including all Taxes, costs, charges or fees which are set forth herein, unless otherwise agreed to in writing by the Parties.

DELIVERY POINT

The Delivery Point shall be the point(s) where Commodity is delivered to the Utility. The Utility is specified on Exhibit A.

CONTRACT QUANTITY

Customer and Seller agree that the Contract Quantity purchased and received means a positive volume up to or greater than the estimated quantities listed on the Exhibit A, provided, that for purposes of determining whether a material deviation has occurred, Contract Quantity shall include the applicable deviation in capacity and transmission tag values and for purposes of calculating Contract Quantities remaining to be delivered under the Remedies section of the CMA, Contract Quantity shall be determined by reference to the historical monthly usage for such Service Locations.

PURCHASE PRICE

The Purchase Price per kWh to be paid by Buyer for the services provided hereunder during the Delivery Period of this Agreement shall be that set forth on Exhibit A. The Purchase Price includes a Services Fee, as well as the components marked below as "Included". For those components marked "Pass through", they will be passed through to you at cost and shown as a line item on your bill.

PJM	Value
Energy	Included
Ancillaries	Pass Through
Auction Revenue Rights (ARR)	Included
Capacity	Pass Through
Losses	Utility Defined Loss Factor Pass Through
Marginal Loss Credits	Included
Reliability Must Run	Pass Through
RPS	Pass Through
Transmission	Pass Through
Applicable Taxes	Pass Through

Bill Type: Supplier Consolidated

Payment Terms: 15 days

Late Fee: 1.50% or, if lower, the maximum amount permitted by law

DEFINITIONS

Ancillaries: Wholesale commodity services and products required to facilitate delivery of Commodity to the Utility.

Auction Revenue Rights (ARR): Entitlements allocated annually to Fixed Transmission Service Customers that entitle the holder to receive an allocation of the revenues from the Annual FTR Auction.

Capacity: The Capacity obligations met through the provisions of the PJM Reliability Assurance Agreement (RAA).

Excess Generation: For each interval hour, the Customer's energy delivered to the Grid that exceeds the amount of energy consumed by Customer, as measured and reported by the Utility.

Exhibit A: The list of Service Locations attached to this Transaction Confirmation, which list specifies the Service Locations covered under the scope of this Transaction Confirmation for PowerPortfolio, Day-Ahead, Real-Time and other index products. For fixed price products, it refers to the pricing attachment to this Transaction Confirmation that sets forth (together with this Transaction Confirmation) the Purchase Price applicable to, and the Service Locations covered by, this Transaction Confirmation.

Exported Energy Credit: The product of the Excess Generation multiplied by LMPZ for each interval hour, where applicable pursuant to Utility tariff.

LMPZ: The Real-Time Settlement Point Price of Energy for an hourly interval (Locational Marginal Price at the Load Zone).

Marginal Loss Credit: A credit provided by certain RTOs as a result of an over-collection of funds for transmission and distribution losses.

PJM: The Pennsylvania New Jersey Maryland Interconnection, L.L.C.

Regional Transmission Expansion Plan (RTEP): PJM's Regional Transmission Expansion Plan identifies transmission system additions and improvements needed to keep electricity flowing to the millions of people throughout PJM's region.

Reliability Must Run (RMR): A unit that must run for operational or reliability reasons, regardless of economic considerations. Also called reliability agreement.

Renewable Portfolio Standard (RPS): A regulation that requires the increased production of energy from renewable energy sources.

Services Fee: The fee for the services provided by Seller to meet the Service Locations' load requirements, including any applicable broker fee, which is included in the Purchase Price to be paid by Buyer.

Transmission: The transportation of energy over high voltage wires from a generator to the Utility. Includes Network Integration Transmission Service (NITS), Transmission Enhancement charges and credits (TEC), Black Start, and Reactive Supply & Voltage Control.

Utility Defined Loss Factor: Loss Factor as published in applicable utility tariff.

SPECIAL PROVISIONS

1.. If Seller concludes that a change in transmission rate or tag occurs and such change increase Seller's costs, the Purchase Price may be adjusted by Seller to reflect such costs.

2.. Change in Utility Account Numbers: The account number for a Service Location shall be the Utility Account Number set forth in the Service Locations attached in the Exhibit A, or any replacement account number issued by the Utility from time to time.

3.. Third Party Charges: Customer acknowledges that any costs assessed by the Utility or any third party as a result of Customer's switch to or from Seller, including but not limited to switching costs, are not included in the Purchase Price and shall be the responsibility of the Customer.

4.. As it relates to this Transaction Confirmation, the section of the CMA regarding material deviation shall be deleted in its entirety and replaced with the following:

"Material Deviation: Seller may in its sole discretion pass through to Buyer any losses and/or costs incurred by Seller related to a deviation of +/- 25% from Contract Quantity (or, as applicable, estimated Contract Quantities) stated in the applicable Transaction Confirmation, which is not caused by weather."

5.. Buyer will receive from Seller a monthly invoice following its meter read date for services provided under this Agreement as well as for the Utility delivery service charges, unless Seller is unable to provide a single bill option due to any circumstances, including, but not limited to, a billing method switch for Service Location(s) that is initiated by the Utility (in such cases, Buyer will receive separate bills for Seller's charges (as set forth in the Billing and Payment section of the CMA) and for the Utility's charges until such time that the single bill option arrangement is available through Seller and approved by the Utility for the Service Location(s).

6.. Nature of Service: Buyer and Seller acknowledge that Seller does not intend to serve customers whose aggregate usage per Utility service area is less than 15,000 kWh's per year. Accordingly, Buyer represents and warrants that electrical usage, in aggregate, at all of Buyer's Service Locations within Utility's service area exceeds 15,000 kWh per year. Upon request Seller, Buyer shall provide evidence sufficient to prove that Buyer's usage within Utility's service area exceeds 15,000 kWh per year. If, at any time, usage at Buyer's locations within a Utility's service areas is in fact less than 15,000 kWh per year, Buyer is in material breach of this Agreement and Seller reserves the right to terminate this Agreement at any time without prior notice or opportunity to cure. Buyer waives the requirements contained in 220 ILCS 5/16-115A (e) applicable to small commercial retail customers, which are defined by statute as "nonresidential retail customers ... consuming 15,000 [kWh] or less of electricity annually in [the Utility's service area]."

7.. Exported Energy: Customer must notify Seller before the effective date of this Transaction Confirmation of its intent to export Excess Generation. If required under the Utility tariff, Customer will sell, and Seller will buy the Excess Generation for an amount equal to the Exported Energy Credit, which (a) Seller will credit to Customer's invoice for accounts in CA, IL, MI, NJ, OH, PA, TX, VA, or (b) will be settled by Customer's utility for all other states. At least 30 days before the installation of new generation or an increase in existing generation, Customer must inform Seller of the total capacity of the generation. Due to such new or increased generation, Seller may, at its sole discretion, offer a new Transaction Confirmation that is mutually acceptable to the Parties or calculate a Close-Out Value, and terminate the Transaction Confirmation.

TAX EXEMPTION STATUS - If exempt, must attach certificate

In order to ensure accurate billing, tax status indication is required. Please check the appropriate status below:

Non-Exempt

Exempt (e.g. Residential, Non-Profit Organization, Manufacturing, Small Business, Agricultural, Resale, etc.)

Buyer: Skokie Park District
By: *William G. Schmidt*
Name: William G. Schmidt
Title: _____
Date: Supt. of Bus. Services/Treasurer
27/05/26

Seller: Direct Energy Business, LLC
By: _____
Name: _____
Title: _____
Date: _____
Contract ID: 9700101
Internal ID: 00302417

EXHIBIT A PRICING ATTACHMENT
 This Exhibit A is to the Transaction Confirmation dated May 27, 2026 between
DIRECT ENERGY BUSINESS LLC
 and
Skokie Park District
 for a term of **18 Months**
Contract ID: 9700101

Account Number	Service Location	Utility	Utility Rate Class	Zone	Capacity / Transmission Tags	*Estimated Meter Read Start Date (MM/DD/YYYY)	Purchase Price (cents/KWh)	Annual Historical Usage (kWh)
0457420419	3800 Howard St (Hamlin)	COMED	R73	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	3,108
0671518573	4400 GROVE ST (Oakton Park)	COMED	R74	PJM_WEST	163.2 / 174.9	12/08/2026	4.490	536,428
1383470232	8140 Lincoln Ave (Veteran's Prk)	COMED	R72	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	1,464
1580500721	7500 Frontage Rd (Henry N Weber)	COMED	R73	PJM_WEST	57.9 / 67.6	12/10/2026	4.490	270,087
2061464654	SS Emerson 1W Central (Central)	COMED	R73	PJM_WEST	0.2 / 0.2	12/04/2026	4.490	3,114
2434233670	5251 Sherwin Ave (Laramie Park)	COMED	R73	PJM_WEST	0.0 / 0.0	12/10/2026	4.490	20,731
2513378348	4701 OAKTON ST (Oakton Community Center)	COMED	R74	PJM_WEST	164.1 / 180.6	12/05/2026	4.490	461,794
3043482034	5200 W Coyle (Schack)	COMED	R73	PJM_WEST	0.1 / 0.1	12/09/2026	4.490	3,070
3075128851	9100 Gross Point Rd (Gross Pt)	COMED	R72	PJM_WEST	0.1 / 0.1	12/08/2026	4.490	2,371
3075128852	9100 GROSS POINT RD (SKOKIE PARK DISTRICT)	COMED	R81	PJM_WEST	0.0 / 0.1	12/08/2026	4.490	10,876
3077627620	9300 BRONX AVE (Weber Leisure Center + Skatium Ice Arena)	COMED	R75	PJM_WEST	431.4 / 444.9	12/08/2026	4.490	2,092,522
3782416545	5250 Sherwin Ave (Laramie Shelter)	COMED	R73	PJM_WEST	0.5 / 0.4	12/10/2026	4.490	3,582
4096703278	3219 Main St (Pooch Park)	COMED	R72	PJM_WEST	0.0 / 0.0	12/03/2026	4.490	1,454
5413555760	3220 Oakton St (Drc)	COMED	R73	PJM_WEST	4.9 / 6.2	12/08/2026	4.490	24,523
5566495567	3501 OAKTON ST (Skokie Soccer and Cricket Fields)	COMED	R73	PJM_WEST	27.2 / 28.1	12/08/2026	4.490	159,250
5587812921	3700 Grove St (Timber Rdge Washm)	COMED	R72	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	350
5645015871	9401 Kenton Ave (Terminal)	COMED	R73	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	19,978
5757290009	Es Knox Ave 1s Washington St (Winnebago)	COMED	R72	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	5,706
5966360049	WS Niles Center Rd 1s Main St (Tennis Ctr)	COMED	R73	PJM_WEST	0.1 / 0.1	12/09/2026	4.490	12,255
5980120548	3714 Lee St (Shawnee)	COMED	R72	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	264
6297443975	7600 Kostner Ave (Lyons)	COMED	R73	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	854
6583377655	9301 Keystone Ave (Glwiss)	COMED	R72	PJM_WEST	0.2 / 0.4	12/05/2026	4.490	2,247
7090329400	8031 Floral Ave (Museum)	COMED	R73	PJM_WEST	4.7 / 4.7	12/08/2026	4.490	10,594
7277900998	3701 Howard St (Tlc)	COMED	R73	PJM_WEST	42.5 / 47.3	12/08/2026	4.490	95,299
8423322976	4832 Lee St (Lee Wright)	COMED	R72	PJM_WEST	0.0 / 0.0	12/08/2026	4.490	4,015
8607922647	4650 Brummel St (Eonc)	COMED	R73	PJM_WEST	7.7 / 9.7	12/08/2026	4.490	35,874
8641949417	NS Old Orchard Rd 1W (Lawler)	COMED	R72	PJM_WEST	0.0 / 0.0	12/04/2026	4.490	571
9226890392	SS Cleveland St 1e Lorel Ave (Lorel)	COMED	R73	PJM_WEST	0.3 / 0.3	12/08/2026	4.490	3,637
9243904049	3220 Oakton St (Drc)	COMED	R72	PJM_WEST	0.2 / 0.3	12/08/2026	4.490	4,085

Total Annual Usage: 3,790,103

*The Estimated Meter Read Start Date is merely an approximation based upon Seller's best estimation as to when the service will begin and may not reflect the actual start date. Seller shall not be liable for any lost savings or lost opportunity relating to this estimation.

Monthly Contract Quantity

KWh	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2026												184,892
2027	241,113	280,335	308,184	299,155	314,402	385,278	429,624	358,972	339,409	314,851	279,190	237,845
2028	242,456	290,451	308,184	297,779	316,218	85,308						

*Usage values in the above table represent the aggregated Usage for all Service Locations for a month. Material Usage Deviation includes for the purposes of this Exhibit A, any deviation caused by net metering or other Buyer initiated energy efficiency measures.

This Exhibit is based on a Weighted Average Price. Any strikeouts of any of the accounts provided with a Weighted Average Price will render pricing for the accounts assigned with a Weighted Average Price null and void.

Term of Months: **18 Months**

Meter Read Start Date: **December, 2026**

Please aggregate my account onto one invoice
(If more than 50 accounts are to be aggregated, accounts will be separated by meter read date)

Accepted and Agreed to:

By: William G. Schmidt

Date: 27/05/26

**SKOKIE PARK DISTRICT
TREASURERS REPORT
June 16, 2026**

The status of the cash balances and investments as of May 31, 2026 are in the board packet.

As of May 31, 2026, \$6,451,206.35 of the 2025 first installment tax levy has been received. There was no money received in May 2026.

A CD from Chase Bank NA came due on May 26, 2026. It was not renewed and \$245,000 was deposited into the checking account.

At the bottom of the Cash Balances and Investments list is the listing of tax collections per year.

The details of the accounts are available on request. If you have any questions, please let me know.

William G. Schmidt
Treasurer, Skokie Park District

**SKOKIE PARK DISTRICT
TREASURER'S REPORT
CASH BALANCES AND INVESTMENTS**

**June 16, 2026
(As of 05/31/2026)**

GENERAL FUND

<u>CASH CHECKING ACCOUNTS CHASE/BANK ONE: 1.70%</u>	\$14,422,760.43
<u>INVESTMENTS WITH JPMORGAN CHASE/BANK ONE</u>	

Savings:0.5%	209,436.17
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INVESTMENT WITH NORTH SHORE COMMUNITY BANK & TRUST

CERTIFICATE OF DEPOSIT: Due 1/23/27 – 3.45%	651,598.61
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INVESTMENT WITH FIRST BANK CHICAGO

CERTIFICATE OF DEPOSIT RENEWAL DUE 6/20/26 4.025%	285,023.70
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CERTIFICATE OF DEPOSIT RENEWAL DUE 6/20/26 4.025%	272,063.48
---	------------

TOTAL CASH AND INVESTMENTS:	\$15,840,882.39
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TAX COLLECTIONS BY TAX YEAR (AT 05/31/2026)

YEAR	\$ COLLECTED	% OF LEVY
2019	10,876,000.39	96.67%
2020	11,041,668.75	97.23%
2021	11,465,631.66	98.19%
2022	12,413,775.40	99.02%
2023	12,674,871.62	98.16%
2024	13,457,421.10	98.32
2025	6,451,206.35	----



Skokie Park District BOARD SUMMARY



Date: June 16, 2026
To: Board of Park Commissioners
From: Keli Stonitsch, Director of Human Resources
RE: Personnel Policy Manual Update

Summary: The Park District's Personnel Policy Manual has been updated to reflect current practices, clarify employee responsibilities, and ensure compliance with applicable state regulations. The major updates include:

- **Reissued Payroll Funds Fee:** The policy has been updated to establish employee responsibility for maintaining accurate direct deposit information and safeguarding payroll checks. Employees requesting the reissuance of payroll funds due to returned direct deposits, lost checks, or stale checks will incur a \$30 reissue fee, to offset administrative and processing costs incurred by the District.
- **Holiday Compensation Clarification:** The policy has been revised to clarify compensation practices for employees who work on a Park District-recognized holiday. Full-Time Equivalent (FTE) and part-time employees working on a holiday will receive compensation at one and one-half times their regular rate of pay for hours worked.
- **New Hire Reporting Requirements:** The manual now includes language reflecting the District's compliance with Illinois law requiring the reporting of all newly hired and rehired employees to the IDES Illinois New Hire Directory within 20 calendar days of their first day of work.

Recommendation: Staff recommend updating the Personnel Policy Manual to reflect these updates.

Motion: Move to approve the changes to the Park District's Personnel Policy Manual.

to assess an employee's fitness for duty when such examinations are job-related and consistent with business necessity. Such examinations will be conducted under the same procedures and guidelines as outlined above for pre-employment medical examinations.

State Criminal Conviction Background Checks: As a condition of employment, the Park District is required by state statute (70 ILCS 1205/8-23) to obtain criminal conviction information concerning all applicants and shall perform a criminal background check for applicants for all positions. Pursuant to said statute, certain convictions shall automatically disqualify the applicant from consideration for working for the Park District. Any other conviction(s) shall not automatically disqualify the applicant from consideration, but rather, the conviction(s) will be considered in relationship to the specific job. Applicants are not required to disclose sealed or expunged records of convictions or records of arrests that did not result in conviction.

Applicants may be required to submit fingerprints and/or other identification information in order to facilitate such an investigation. All information concerning the record of convictions shall be confidential and will only be transmitted to those persons who are necessary to the decision process. See Appendix "D" located in the back of this manual for more information.

Driver's License Abstract: Although employees are not generally required to have a driver's license as a condition of their employment, any employee who may be expected to drive either their personal vehicle or a Park District vehicle in the course of their normal duties will be required to have a valid driver's license with the proper classification for the vehicle(s) the employee is expected to operate. Before such an employee has started work, and generally on an annual basis thereafter, the Park District will request a driver's license abstract review from the Illinois Secretary of State's office.

New Hire Reporting: In compliance with Illinois law, the organization will report all newly hired and rehired employees to the IDES Illinois New Hire Directory within 20 calendar days of their first day of work. The Human Resources Department (or designated payroll administrator) is responsible for timely submission and recordkeeping.

Orientation and Onboarding: You will be onboarded under Park District and divisional guidelines. Each employee, including transferred or promoted employees, may be required to complete job training, onboarding activities and orientation sessions. For full-time employees, your immediate supervisor will typically schedule an orientation meeting for you with Human Resources to discuss your benefits and other applicable information.

DCFS Mandated Reporters: All employees of the Skokie Park District are **mandated reporters** under the Abused and Neglected Child Reporting Act (325 ILCS 5/4). This means that all employees are required to report or cause a report to be made to the child abuse Hotline number, (1-800-25A-BUSE) whenever they have reasonable cause to believe that a child may be neglected or abused. The Hotline number operates twenty-four hours per day, seven days per week, year-round.

Furthermore, if an employee fails to report suspected abuse or neglect, the employee may be found guilty of a Class A misdemeanor.

See the Manual for Mandated Reporters for more information or contact your immediate supervisor, division head, Director of Human Resources, or Executive Director for more information about mandated reporters under the Abused and Neglected Child Reporting Act.

Anti-Nepotism Policy: Relatives of the Executive Director, division heads or Board members are not eligible for Park District employment on a full-time basis. Relatives of supervisory staff are not allowed to have a direct reporting relationship. For purposes of interpreting the Park District's anti-nepotism policy, the term "relatives" will be defined as spouse, parent, stepparent, sibling, child, stepchild, parent-in-law, child-in-law, sibling-in-law, aunt, uncle, niece, nephew, grandparent, grandchild, and members of household. If existing employees become relatives as defined in this policy, attempts may be made to find a suitable position within the Park District to which one of the employees may transfer. If accommodations of this nature are not feasible, the employees will be permitted to determine which of

1. The change in hours does not adversely affect the organization, departmental assignments/ projects, customer relations, or other work units;
2. There is adequate and suitable work available for the proposed flexible work schedule;
3. The position is appropriate for a flexible work arrangement;
4. Clear goals, objectives, and projects are determined in advance by the manager and employee;
5. A weekly or monthly status update is given, where appropriate;
6. There is adequate supervision and back-up staffing in place;
7. The employee maintains proper contact and communication with his/her manager;
8. The employee observes the organization's policies on attendance; and
9. The employee has maintained a good work record prior to making his/her request for flex-time hours. (For example, no excessive or unexcused absences and no corrective action within the last six months of employment.)
10. The employee has access to an appropriate work site.

The employee and his/her manager must put the proposed arrangement in writing. The employee may not change or revise any flexible work schedule without prior management approval. Additionally, the employee fully understands that the arrangement may be revised and/or rescinded at any time by the manager or the Agency.

The manager is responsible for evaluating workflow, coordinating work activities, and discussing the planned schedule changes with other managers affected by the change before approving any new work schedule. Once an employee is approved for a flexible work schedule, the manager should contact Human Resources to review the plan and its implementation and to complete the proper paperwork reflecting the arrangement.

SECTION 11: EMPLOYEE BENEFITS

Introduction: Eligible Park District employees are provided a wide range of benefits. A number of the programs such as Social Security, workers' compensation, and unemployment insurance cover all employees in the manner prescribed by law. Eligibility for other benefits is dependent upon a variety of factors, including employee classification. The Park District reserves the right to change or eliminate any benefits at any time in accordance with applicable law.

Salary/Hourly Pay: Park District employees are paid on a bi-weekly basis. Each payroll period starts on Saturday and ends on Friday. Full-time staff will be paid bi-weekly on Friday for all regular hours worked up until that Friday. Adjustments to regular earnings (i.e., overtime) will be made in the following pay period. If you terminate your employment in the middle of a pay period, you will be paid on a prorated basis for the actual hours you worked. Part-time staff is paid two weeks behind for the previous payroll period.

Reissued Payroll Funds - It is an employee's responsibility to manage the accuracy of their direct deposit account information in their Employee Self-Service (ESS) or to responsibly handle issued payroll checks. When an employee requires a reissue of payroll funds due to a direct deposit failure or return, a lost payroll check, or a stale check, the employee must contact Human Resources to request the reissue. A delay in reissuance may occur as the District must confirm that initial funds have not been paid prior to a request. The District incurs fees for returned direct deposits and for processing stop payments on lost checks. The District shall require a \$30.00 reissue fee. With prior written authorization, this fee will be deducted from the reissued check or a future payroll check.

Employees who believe their pay has been improperly deducted should report such improper deduction immediately to their supervisor or division head. The complaint will be promptly investigated, and the results of the investigation will be reported to the complaining employee. If the employee is unsatisfied with the findings of the investigation, the employee may appeal the decision to the Executive Director.

Any employee whose pay is improperly deducted shall be reimbursed for such improper deduction no later than the next pay period after the improper deduction is communicated to management.

Paid Holidays: All full-time employees may receive the following recognized legal holidays off with pay unless, in the Park District's sole discretion, your services are needed to operate the Park District's facilities, programs, or general operations: 1. New Year's Day; 2. Martin Luther King, Jr. Day; 3. Memorial Day; 4. Juneteenth 5. Fourth of July; 6. Labor Day; 7. Thanksgiving Day; 8. Friday after Thanksgiving and 9. Christmas Day.

The Park District embraces inclusiveness as one of our core values. Some staff may wish to celebrate and be off work for other holidays that align with their personal, cultural, or religious beliefs, or for other reasons. Full-time staff is reminded to consider using their personal paid leave for this purpose.

When a holiday falls on a Saturday or Sunday, full-time staff will generally be granted the nearest working day as a holiday. The Executive Director may make an exception if they determine that to be in the best interests of the Park District.

In instances where a stated holiday falls on a Tuesday or Thursday, the Executive Director may declare Monday or Friday to be a floating holiday if they determine that to be in the best interests of the Park District. Part-time and short-term employees are not eligible for paid holidays.

For Full-time Equivalent (FTE) and Part-time staff working on a holiday, they will receive pay at the overtime rate of 1 ½ times their regular rate of pay for the hours worked.

Veterans Day: To recognize and honor the service and sacrifice of United States military veterans working for the district, eligible employees may take paid leave on Veterans Day.

Eligibility

This policy applies to all employees who meet the following criteria:

- The employee has previously served in any branch of the United States Armed Forces, including the Army, Navy, Air Force, Marine Corps, Coast Guard, Space Force, National Guard, or Reserve components

The District may request documentation verifying veteran status (e.g., DD-214 or other official record). Documentation only needs to be provided once and will be kept confidential.

Benefit

Eligible employees will receive **Veterans Day (November 11)** as a **paid day off** (8 hours) each year. If Veterans Day falls on a weekend and the District is closed, an alternative day will not be observed. Employees must notify their supervisor of their intent to take Veterans Day off at least two weeks in advance, when possible, to allow for appropriate staffing and scheduling. Paid leave granted under this policy is provided in addition to regular holidays, personal days, vacation time, and other forms of paid leave. It does not reduce or replace any other leave balances.

Non-Discrimination

The District values and respects the service of all veterans. No employee will be discriminated against for exercising their rights under this policy.

Overtime Holiday Compensation for Non-exempt Full-Time Employees: When nonexempt full-time employees are required to work on a Park District recognized holiday, the following compensation arrangement will govern: You will be paid at your overtime rate for hours worked on the holiday. You will also receive full holiday pay at your regular rate of pay. If you are requested to work a holiday, you will



Skokie Park District BOARD SUMMARY



Date: June 16, 2026

To: Board of Park Commissioners

From: Michelle Tuft, Executive Director

RE: Metropolitan Water Reclamation District (MWRD) Lease

Summary: The lease for all District property leased from the Metropolitan Water Reclamation District (MWRD), including the newly acquired Channelside South property, is attached. The proposed lease term is 50 years at a cost of \$10.

Attorneys for both the Park District and MWRD have reviewed the lease and agreed to its terms. The Park District Risk Management Agency (PDRMA) has also approved the lease with respect to insurance requirements.

The MWRD Board approved the lease in February 2026, with final details to be resolved by legal counsel. Accordingly, upon approval by the Park District, the lease will be finalized.

Recommendation: Staff recommend approval of the lease as presented.

Motion: Move to approve the 50-year lease agreement with the Metropolitan Water Reclamation District.

LEASE AGREEMENT
(Governmental Form)

This Lease Agreement (“Lease”) is made and entered into as of June 16, 2026, by and between the Metropolitan Water Reclamation District of Greater Chicago (“District” or “Lessor”), a body corporate and politic organized and existing under the laws of the State of Illinois, with principal offices located at 100 E. Erie Street, Chicago, Illinois 60611, and THE SKOKIE PARK DISTRICT, a municipal corporation organized and existing under the laws of the State of Illinois (“Lessee”), with principal offices located at 9300 Weber Park Place, Skokie, IL 60077

WITNESSETH:

WHEREAS, this Lease has been negotiated, created, and executed pursuant to and in accordance with the Metropolitan Water Reclamation District Act (70 ILCS 2605/1 *et seq.*);

WHEREAS, this Lease has been entered into in accordance with the District’s Comprehensive Land Use Policy, as adopted by the District’s Board of Commissioners on December 18, 2014, as may be amended from time to time;

WHEREAS, the District’s Board of Commissioners authorized this Lease on February 5, 2026;

NOW, THEREFORE, for and in consideration of the covenants and obligations contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Lessor and Lessee (the “Parties”) agree as follows:

ARTICLE 1: PREMISES LEASED

1.01. Premises. Lessor hereby demises and leases to Lessee the real property legally described and depicted on the plat of survey attached hereto as Exhibit A (“Premises”), including any improvements located thereon at the time of leasing or constructed by Lessee during the Lease term. For convenience of the Parties, the general location of the Premises is shown on the aerial photograph attached hereto as Exhibit B. The Premises is located near the Terrence J. O’Brien Water Reclamation Plant in Skokie, Illinois and consists of approximately 58.4 acres, known as the District’s North Shore Channel Parcels 4.02, 4.05, 4.06, 6.01, 6.06, 6.11, 6.12, 6.14, 6.15, 6.19 and 6.20

1.02. Term. The term of this lease is 50 years commencing on June 16, 2026 (“Commencement Date”), and ending on June 16, 2076 unless sooner terminated under the provisions of this Lease.

1.03. Use. The Premises may only be used by Lessee for public recreational use, including public parks, boating and rowing facilities, golf facilities, batting cages, athletic fields, and walking paths, and other related public recreational purposes and for no other purpose whatsoever.

1.04. One-Year Notice to Terminate for Corporate Use of Lessor. In addition to, but not limited by, any other termination provision in this Lease, this Lease is terminable by Lessor in accordance with service upon Lessee of a one-year notice to terminate after determination by Lessor's Board of Commissioners and Executive Director that the Premises (or part thereof) has become essential to the corporate purposes of Lessor. In such event, any rent due shall be abated in direct proportion to the area recovered hereunder as compared to the area of the original leasehold.

ARTICLE 2: RENT AND SECURITY DEPOSIT

2.01. Rent and Security Deposit. Lessee covenants and agrees to pay Lessor rent for the Premises and a security deposit, calculated and paid in the following manner:

- a. **One-Time Rental Fee.** Lessee covenants and agrees, in consideration for this Lease, to pay to Lessor, as rent for the Premises, a one-time fee in the amount of Ten and No/100 Dollars (\$10.00), payable upon the execution of this Lease Agreement.
- b. **Additional Compensation.** In addition to the rent, Lessee shall pay to Lessor 25% of the net revenue generated by Lessee's public recreational use of or activities on the Premises. "Net revenue" is defined as the total revenue generated from the leasehold minus Lessee's direct costs and expenses to operate and maintain the Premises.
- c. **Audited Financial Statements.** On each anniversary of the effective date of this Lease, Lessee shall furnish to Lessor an audited and certified statement of all items of income attributable to Lessee's use of the Demised Premises and simultaneously remit its check to Lessor in an amount equal to the aforesaid percentage multiplied by the audited and certified statement for that one-year period. All such audited and certified statements shall be subject to confirmation by Lessor. Lessee shall furnish all original books and records or certified copies thereof necessary to confirm such statements, upon reasonable demand by Lessor, at no cost to Lessor.

2.02. Rent to Be Without Deduction, Setoff, or Counterclaim. This Lease shall be deemed and construed to be a net Lease. Lessor shall receive all rent and other payments hereunder to be made by Lessee free from any charges, assessments, expenses, or deductions of any nature whatsoever. Lessor shall not be responsible for making any expenditure for the maintenance, repair, or preservation of the real estate or improvements. In no event shall there be any deduction of any nature whatsoever from rent due to Lessor, and no defense, setoff, or counterclaim shall be made against rent in any proceeding for the collection of rent, or otherwise for the enforcement of this Lease.

2.03. Lien for Rent. The whole amount of the rent, and each and every installment thereof, and the amount of all taxes, assessments, water rates, insurance premiums, and other charges imposed under the provisions of this Lease, and all costs, reasonable attorney fees and other expenses which may be incurred by Lessor in enforcing the provisions of this Lease or on account of any delinquency of Lessee in carrying out any of the provisions of this Lease, shall be and are hereby declared to constitute a valid and prior lien upon any Lessee improvements on the Premises,

including any machinery, fixtures and equipment of Lessee situated thereon, and upon Lessee's leasehold estate, and may be enforced by equitable remedies including the appointment of a receiver.

2.04. Interest on Rent Not Paid When Due. Rents and all other sums payable to Lessor shall bear interest at the rate of 2% per annum in excess of the prime rate charged by a principal bank in Chicago, Illinois, to its commercial borrowers, as determined on the first date of a delinquency until the same is paid by Lessee.

ARTICLE 3. INDEMNIFICATION AND INSURANCE

3.01. Indemnification. To the extent permitted by law, Lessee (including its executors, administrators, successors, and assigns), agrees to indemnify, defend, and hold harmless the District (including its Commissioners, officers, agents, and employees), from and against any and all claims, losses, damages, suits or actions, judgments, fines, penalties, or costs (including reasonable attorney's fees) arising out of the use or occupancy of the Premises by Lessee or by Lessee's employees, agents, invitees, and customers, during or after the Lease term, including but not limited to the following: any injury or death to any person; any damage to or loss of any property; violation of any laws, ordinances, or regulations; any construction, maintenance, or business activity performed on the Premises, including any mechanics liens; any other negligence, willful misconduct, or other acts or omissions of Lessee in connection with this Lease. If any such action or suit is brought against Lessor, Lessor may give written notice of same to Lessee, and thereafter Lessee shall, at its own cost and expense, defend such actions or suits with due diligence with counsel reasonably satisfactory to Lessor. The indemnities contained herein shall survive the termination or expiration of this Lease. No Commissioner, officer, agent, or employee of the District shall have any direct or personal liability arising out of this Lease.

3.02. Insurance. Lessee, at its own expense, shall procure and maintain, for the duration of the Lease term, insurance against claims for injuries to persons or damage to property which may arise from, or in connection with, Lessee's operation and use of the Premises. The insurance requirements, including form, coverage limits, etc., are as follows:

3.03. Coverage. Insurance coverage shall be at least as broad as the following:

a. Commercial General Liability (CGL): Insurance Services Office Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal and advertising injury with limits no less than **\$4,000,000 per occurrence**. If a general aggregate limit applies, either the general aggregate limit shall apply separately to the Premises (ISO CG 25 03 or 25 04) or the general aggregate limit shall be twice the required occurrence limit.

b. Workers' Compensation Insurance as required by the State of Illinois, with Statutory Limits, and Employer's Liability Insurance with limits of no less than \$1,000,000 per accident for bodily injury or disease. (This applies to Lessees with employees).

c. Property Insurance against all risks of loss to any improvements or betterments on the Premises, at full replacement cost with no coinsurance penalty provision.

d. Premises Pollution Legal Liability Insurance with limits no less than **\$4,000,000 per occurrence**.

e. Marine General Liability Insurance covering products and completed operations, property damage, bodily injury, and other marine risks as may be applicable, including but not limited to charters liability and wharfingers liability, with limits no less than **\$4,000,000 per occurrence**.

3.04. Other Insurance Provisions. The insurance policies are to contain, or be endorsed to contain, the following provisions:

a. Additional Insured Status. The Metropolitan Water Reclamation District of Greater Chicago, its Commissioners, officers, agents, and employees are to be covered as additional insureds on the CGL policy.

b. Primary Coverage. For any claims related to this Lease and the Premises, the Lessee's insurance coverage shall be primary and non-contributory and at least as broad as ISO CG 20 01 04 13 as it respects the District, its Commissioners, officers, agents, and employees. Any insurance or self-insurance maintained by the District shall be excess of Lessee's insurance and shall not contribute with it. This requirement shall also apply to any Excess or Umbrella liability policies.

c. Umbrella or Excess Policy. The Lessee may use Umbrella or Excess Policies to provide the liability limits as required in this Lease agreement, provided that such policies shall provide all of the insurance coverages herein required, including, but not limited to, primary and non-contributory, additional insured, Self-Insured Retentions (SIRs), indemnity, and defense requirements. The Umbrella or Excess policies shall be provided on a true "following form" or broader coverage basis, with coverage at least as broad as provided on the underlying Commercial General Liability insurance.

d. Legal Liability Coverage. The property insurance is to be endorsed to include Legal Liability Coverage (ISO Form CP 00 40 04 02 or equivalent) with a limit equal to the replacement cost of the leased property.

e. Notice of Cancellation. Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the District.

f. Self-Insured Retentions. Self-insured retentions (SIR) must be declared to, and approved by, the District. As part of any approval, the District may require Lessee to purchase coverage with a lower retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention. Policies shall not contain any SIR provision that limits the satisfaction of the SIR to the Named Insured.

g. Acceptability of Insurers. Insurance is to be placed with insurers authorized to conduct business in the State of Illinois, with a current A.M. Best's rating of no less than A:VII.

h. Verification of Coverage. Lessee shall furnish the District with original certificates concerning coverage required by this agreement. All certificates to be received and approved by the District before the Lease commences. However, failure to obtain the required certificates prior to the Lease commencement date shall not waive the Lessee's obligation to provide them.

i. Special Risks or Circumstances. The District reserves the right to modify these insurance requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

j. Disposition of Insurance Proceeds. As set forth in this Lease, Lessee has the duty to repair the Premises if the Premises (or any improvements thereon) are damaged or destroyed by any of the hazards or casualties against which Lessee is to insure the Premises. The rebuilding or restoration is to be accomplished within one year, or as otherwise approved by Lessor in writing. Lessee shall receive all insurance proceeds payable for the hazard or casualty loss to finance the reconstruction. However, if the Premises or improvements are not rebuilt or restored in the timeframe approved by Lessor, then all insurance money received or recoverable on the policies of insurance to be obtained by Lessee shall belong to, and be paid to, Lessor as liquidated damages by reason of the failure of Lessee to rebuild or restore the Premises. If this Lease agreement is forfeited for any reason, then all policies of insurance and all insurance money due, or to become due, at the time of the forfeiture shall belong to Lessor, free and clear of any claim or interest on or to such money on the part of Lessee or anyone claiming through or under Lessee. Nothing in this paragraph shall be construed as in any manner releasing Lessee from any obligation to restore or construct the Premises or improvements as provided in this Lease agreement, nor as a waiver of the rights of Lessor to insist on the full performance by Lessee of the terms and conditions in this Lease agreement, even if the insurance proceeds are not sufficient to fully pay for the restoration or repair.

k. Failure of Lessee to Obtain Insurance. If Lessee at any time fails to insure or keep insured the Premises or its improvements as required herein, then Lessor may procure or renew such insurance policies, and the costs must be repaid by Lessee with the next rent payments under this Lease, with interest at the rate of 2% per annum in excess of the prime rate charged by a principal bank in Chicago, Illinois, to its commercial borrowers, as determined on the first date of a delinquency until the same is paid by Lessee.

l. Self-Insurance. If Lessee is a self-insurer, then Lessee, prior to entering upon the Premises, shall prepare and transmit to Lessor an acknowledged statement that Lessee is a self-insurer, and that it undertakes and promises to insure the District, its Commissioners, officers, agents, servants and employees, as an additional insured as required by the Lease. The statement must be signed by such officer or agent of Lessee having sufficient knowledge of the fiscal structure and financial status of Lessee to verify that Lessee has the funds available to meet the insurance requirements set forth herein. This statement is subject to Lessor's review and approval.

m. Notwithstanding anything to the contrary, the minimum insurance coverage specified in this Article 3 may be provided by self-insurance, participation in a risk management pool, commercial policies of insurance, or a combination thereof. Lessor acknowledges and agrees that Lessee's membership in the Park District Risk Management Agency ("PDRMA") and its naming of the Lessor, and its commissioners, officers, agents, and employees as an additional insured as allowed under the applicable policy or policies of PDRMA satisfy the requirements of this Article

ARTICLE 4. LESSEE RIGHTS AND RESPONSIBILITIES

4.01. Lessee to Pay All Taxes, Assessments, and Fees. Lessee agrees to pay or cause to be paid, on or before the penalty date, all real estate taxes, any other taxes on tangible property assessments, water rates, utility charges, and any other governmental charges, general and special, ordinary and extraordinary, unforeseen as well as foreseen, of any kind and nature whatsoever, which are assessed, levied, confirmed, imposed or become a lien upon the Premises or the improvements thereon. Lessee must provide proof of payment to Lessor upon request. After execution of this Lease, Lessee must submit a copy of this Lease to the assessor for the county in which the Premises is located.

4.02. Right to Mortgage Interest in the Premises. Lessee has the right to mortgage its leasehold interest in the Premises, by mortgage or trust deed, but any such mortgage or trust deed shall in no way create a lien or encumbrance on the fee simple estate of the Lessor. Any mortgage or trust deed must be paid in full and a duly executed and recordable release must be provided prior to the expiration of the Lease term. Any forms or other agreements requested by Lessee from Lessor related to a mortgage or trust deed of the leasehold estate are subject to the review and approval of Lessor's General Counsel. The terms of any mortgage or trust deed of the leasehold interest are subject to the assignment provisions in Article 8 of this Lease.

4.03. Repair or Rebuild after Damage/Destruction. If the Premises is damaged or destroyed in whole or in part by fire or other casualty, or by Lessee's want of ordinary care, Lessee shall be responsible for promptly rebuilding or restoring the Premises in accordance with plans approved by Lessor. Such rebuilding or restoration shall be at Lessee's expense, and Lessee shall remain liable for any rent under this Lease agreement during the rebuilding or restoration of the Premises.

4.04. Compliance with Laws. Lessee shall not use the Premises for any purpose in violation of any federal, state, or local law, or any regulation, order, or directive of a governmental agency, as such statutes, ordinances, regulations, orders, or directives that now exist or may in the future provide, concerning the use and safety of the Premises. Lessee shall obtain and maintain during the lease term all licenses and permits required to conduct or operate its business on the premises which are required by any applicable governmental body or agency having jurisdiction over the Premises and shall pay the fee or charge imposed for issuance of any such license or permit.

4.05. Prohibited Uses. Lessee agrees not to use the Premises for any unlawful business or activity. Lessee also agrees that no alcoholic beverages of any kind shall be sold, given away, or consumed on the Premises, unless the following requirements are met: the Lease term is more than 20 years; Lessor's Board of Commissioners has provided its consent to such use; and Lessee has

procured dram shop insurance (or other applicable insurance protection) with policy limits, form, and carrier approved by Lessor. The manufacture, sale, distribution, discharge, and unauthorized use of guns and firearms on the Premises is expressly prohibited, including any hunting activities. The parties acknowledge that the District Board of Commissioners has consented to the sale and consumption of alcohol on North Shore Channel Parcels 6.12 and 6.19, limited to the areas of the clubhouse, the patio, and the adjacent tented area and only during private rental events

4.06. Condition of Premises. Lessee shall not maintain, commit, or permit any nuisance on the Premises. Lessee agrees to keep the Premises (and any improvements thereon) in a clean and sanitary condition, in accordance with all applicable laws, ordinances, and regulations. Lessee will maintain any improvements in good order and repair (including all necessary replacement), and will not allow the improvements to become damaged or diminished in value, ordinary wear and tear excepted.

4.07. Waterway Strategy Resolution. If the Premises embraces or abuts a waterway regulated by Lessor, or in which Lessor asserts property rights, Lessee shall, to the extent applicable, comply with the District’s Waterway Strategy Resolution (attached as Exhibit C), the River Edge Renaissance Plan, and the Revised Leasing Criteria for the North Shore Channel Right-of-Way Lands of Lessor’s Board of Commissioners. Lessee is responsible for the construction and maintenance of any docking facility at its own cost and expense, and Lessee must maintain and stabilize the bank in an aesthetically pleasing condition. Permanent storage of bulk commodities, unsightly materials, and/or debris on the waterway side of the scenic berm or the docking area is prohibited. Lessee must, where possible, maintain a “natural” appearance along the waterway by retaining existing vegetative cover. However, Lessor recognizes that site development will sometimes necessitate the removal of existing vegetative cover. In those cases, Lessee must re-establish vegetative cover in the same quantity and quality as that removed. The re-established plant materials are to be considered as an addition to the landscaping required within the scenic easement. Lessee must comply with all applicable local zoning and setback requirements. Lessor reserves the right to traverse the Premises to access any waterway which abuts the Premises. Lessee’s method of compliance with this paragraph is subject to the written approval of Lessor’s Executive Director.

4.08. Public Service Promotional Signage. During the Lease term, Lessee shall install and maintain, at its sole cost and expense, high-quality permanent signs that acknowledge the cooperation and support of Lessor at one or more prominent locations on the Premises. The style, text, and size of the sign(s) shall be approved by Lessor in advance. At a minimum, the signs should state that: “THIS FACILITY IS PROVIDED IN PART AS A COMMUNITY SERVICE WITH THE COOPERATION AND SUPPORT OF THE METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO.”

ARTICLE 5. LESSOR RIGHTS AND RESPONSIBILITIES

5.01. No Representations or Warranties. Lessor executes and delivers this Lease without making any representations or warranties concerning: Lessor’s title to the Premises; the suitability of the Premises for Lessee’s use; the size of the Premises or useable areas; or the building and zoning laws that may affect the Premises or Lessee’s use thereof. Lessee acknowledges and agrees

that it has had the opportunity to examine title to the Premises and encumbrances (if any), Lessor's authority to execute this Lease, and all other matters relating to the size, useable areas, existing improvements, and any zoning or building laws that may pertain to Lessee's proposed use of the Premises (including any proposed construction or improvements) and finds such matters to be satisfactory. Lessee accepts the Premises and any improvements thereon "as-is" and "with all faults."

5.02. Lessor Option to Terminate Based on Zoning/Building Laws. If at the commencement of this Lease, or at any other time during the Lease term, the local zoning or building laws do not permit Lessee's use or improvements under this Lease, Lessee agrees, at its own expense, to make diligent and good faith efforts to obtain any zoning changes, building permits, etc. that may be needed within one year. If Lessee is unable to secure any such zoning changes or building permits that may be necessary within that one-year period, despite Lessee's diligent and good faith efforts, then Lessor has the option to terminate this Lease, at its reasonable discretion. In the event of such termination by Lessor, the rent owed by Lessee shall abate as of the date of termination by Lessor.

5.03. Lessor's Remedies of Reentry and Collection of Rent. If the Premises is vacated or abandoned, or in the event of a cancellation or termination of this Lease either by operation of law or by the service of a notice of termination, Lessee shall, nevertheless, remain liable to Lessor in a sum equal to all rent herein reserved for the balance of the term originally granted. Lessor may reenter the Premises, using such force for that purpose as may be necessary without being liable for said reentry or the use of such force, and Lessor may repair or alter the Premises in such manner as Lessor may deem necessary or advisable, and/or let or relet the Premises or any or all parts thereof for the whole or any part of the remainder of the original term or for a longer period, and, out of any rent so collected or received, Lessor shall, first, pay to itself the expense and cost of retaking, repossessing, repairing, and/or altering the Premises and the expense of removing all persons and property therefrom; second, pay to itself any cost or expense sustained in securing any new tenant or tenants; and, third, pay to itself any balance remaining on account of the liability of the Lessee to Lessor for the sum equal to the rents reserved herein and then unpaid by Lessee for the remainder of the original term. Any entry or reentry by Lessor shall not absolve or discharge Lessee from liability hereunder.

5.04. Effect of Condemnation. All damages awarded for the taking or damaging of all or any part of the Premises shall be the property of Lessor, with the exception of any improvements made by Lessee during the Lease term. Nothing in this Lease shall be construed as precluding Lessee from asserting any claim Lessee may have against the condemning authority for the reduced value of this Lease or for the disruption or relocation of Lessee's business. If the entire Premises is taken by any condemning authority pursuant to the power of eminent domain, this Lease shall terminate as of the date possession is taken by the public authority. If a substantial portion of the Premises is taken pursuant to the power of eminent domain such that it is not economically feasible for Lessee to continue this Lease, either party may terminate this Lease as of the date possession is taken by the public authority. In the case of a partial taking where the Lease is not terminated, all of the provisions of this Lease shall remain in full force and effect for the remaining Premises, except that the rental payment shall be reduced proportionately to account for the part taken.

ARTICLE 6. ENGINEERING REQUIREMENTS AND RESERVATIONS

6.01. District Facilities and Infrastructure. Lessee agrees and acknowledges that Lessor may have installed various wastewater treatment or stormwater management facilities and related infrastructure (such as sewers, pipes, drains, dropshafts, parking areas, access drives, etc.) on, under, or through the Premises. Lessor will cooperate with Lessee to ascertain, identify, and locate Lessor's existing facilities and infrastructure on the Premises, if any. Lessee must not damage or interfere with District facilities or infrastructure at any time. Lessee is also responsible for taking any steps necessary to protect its own property, equipment, and employees in the vicinity of District infrastructure. Lessor shall not be responsible for any loss, cost, or expense that Lessee may incur arising out of the failure of any District facilities or infrastructure on the Premises. In addition, Lessor reserves the right to operate, maintain, repair, and reconstruct any such facilities or infrastructure, and to use, access, inspect, or survey any portion of the Premises for such purposes. Any such use or access shall be carried out, at the discretion of the District's Executive Director, in a manner that minimizes any interference with Lessee's use of the Premises.

6.02. District Corporate Use Reserve Area. For purposes of this Lease, the District's "Corporate Use Reserve Area" shall be defined as 1) the area delineated by a line parallel with, and 250 feet distant from, the water's edge of any waterway which traverses or is adjacent to the Premises, and 2) all areas within the Premises below the lowest elevation of development thereon as reflected in Lessee's approved development plans for the Premises. Lessor, and anyone acting under its authority, shall have the right to construct, operate, maintain, repair, renew, or relocate any facilities or infrastructure for its corporate purposes (such as sewers, pipes, drains, dropshafts, outfalls, power or communications lines, etc.) with necessary appurtenances thereto, on, under, or through the Corporate Use Reserve Area. Any such use shall be carried out, at the discretion of the District's Executive Director, in a manner that minimizes any interference with Lessee's use of the Premises.

6.03. Other Easements and Infrastructure. Lessee agrees and acknowledges that this Lease is subject to any and all other easements and infrastructure on, under, or through the Premises, which may be owned or operated by other governmental entities, public utility companies, corporations, or individuals. These easements and/or infrastructure may include pipelines, sewers, cables, electrical transmission lines, or other surface or subsurface structures. Lessee shall, at its own initiative, inquire and satisfy itself as to the presence or absence of all such easements or infrastructure on or impacting the Premises, and Lessee hereby waives all claims which it might otherwise have against Lessor due to the presence of any such easements or infrastructure insofar as it may affect Lessee's use and enjoyment of the Premises. Lessor may also renew existing easements during the Lease term.

6.04. Lessor Review of Improvements. Lessee must submit detailed plans and specifications for any proposed improvements (including any modifications to existing improvements) to be made on the Premises before any construction commences. This includes the plans for handling the sewerage, grading, and drainage of the Premises; any roadways, water supply, telephone, and electric service; and the construction of any buildings. Any such plans and specifications will be submitted to the District's technical departments for review, and no work or construction may commence until approval is obtained from the District's Executive Director (or his designee). If

any improvements are made without first obtaining District approval, the District may require Lessee to remove or alter the improvements at Lessee's expense. The District may require a performance bond in connection with construction or improvements on the Leasehold premises to ensure the project is completed.

6.05. Prohibited Construction/Improvements. The District reserves the right to prohibit any proposed improvements on the Premises that may impact or damage District infrastructure; that may impede reasonable access to, or operation and maintenance of, District infrastructure; or that may present potential impacts to the environment or public health and safety. If the Premises is adjacent to a waterway, any blockage or restriction of flow in the waterway is prohibited. No construction or improvements of any kind can project into the waterway, unless District approval (and any other required permits) is obtained. The installation of new artificial turf or synthetic grass on District real estate is prohibited. Commercial advertising signs/billboards are prohibited.

6.06. Wastewater and Stormwater Management Requirements. Lessee must submit to Lessor for its review and approval the written plans for managing wastewater, stormwater, and drainage on the Premises. Any proposed sewerage or stormwater management plans and related improvements must comply with the District's Watershed Management Ordinance ("WMO") and any other applicable ordinances, laws, or regulations pertaining to wastewater treatment and stormwater management. Whenever possible, Lessee should employ best management practices, such as green roofs, natural landscaping, filter strips, rain gardens, drainage swales, and naturalized detention basins.

6.07. Relocation of Improvements. As set forth in the previous paragraphs, any improvements on the Premises will be coordinated between Lessor and Lessee to avoid any conflicts to the extent possible. However, the Lessee may be required to relocate or remove improvements located on the Premises, at no cost to the District, in the following instances: if the Premises is adjacent to a waterway and the removal or relocation is required to widen or otherwise improve the waterway; if required by another governmental agency with appropriate jurisdiction; or if the relocation or removal is required for the District's corporate purposes, as set forth in this Article 6.

6.08. Road or Highway Construction. If any portion of the Premises is required for the construction of roads, highways, or adjuncts thereto, such as interchanges, ramps, or access roads, as determined by the District's Executive Director, for the use of any other governmental agency engaged in the construction of roads and highways, then Lessee shall surrender possession of such part of the Premises that may be so required. Lessee also agrees, at its own cost, to remove all of its equipment, structures, or other works from those portions of the Premises so required.

6.09 Green Infrastructure Program. In accordance with the Consent Decree and the District's Comprehensive Land Use Policy, Lessee shall pay for and include green infrastructure on its leasehold. A "Green Infrastructure Land-Use Policy Form for Public Leases" must be filled out completely and signed by the authorized representatives of both Lessee and the District concurrent with the signing of this Lease. The form, when completed and signed, shall be attached hereto as Exhibit D.

The amount of green infrastructure to be provided shall be determined by the Design Retention Capacity (“DRC”) as defined in the Comprehensive Land Use Policy. The District must approve in writing all green infrastructure projects under this section before green infrastructure may count towards satisfying the obligations created hereunder. Approval will be given at the District’s sole discretion. Acceptable green infrastructure technologies include, but are not limited to, rain gardens, native plants/landscaping, stormwater trees, porous/permeable pavement, bio-swales, green roofs and greenways.

Compliance with the minimum requirements of federal, state, or local law or regulation, including the District’s ordinances, regulations, or policies (other than the green infrastructure requirements under the District’s Comprehensive Land Use Policy) will NOT satisfy the green infrastructure requirement that is to be provided under this section. Similarly, compliance with the District’s Waterway Strategy and the District’s Watershed Management Ordinance (“WMO”) will NOT count towards the green infrastructure that is to be provided herein. For purposes of this section, the District’s ordinances, regulations, and policies, including the WMO, shall apply to all District properties, whether located in Cook County (including the City of Chicago) or other counties in the state of Illinois.

Lessee shall provide the District with an annual certification, due on each anniversary of the date of this Lease, attesting that approved green infrastructure has been properly maintained. The certification shall be made on a form prepared by the District. Failure to maintain approved green infrastructure, whether pertaining to the Demised Premises or locations off-site, throughout the term of this Lease, or failure to properly and accurately certify to the maintenance of approved green infrastructure, shall be grounds for termination of this Lease by the District. Similarly, providing untrue or inaccurate information in the “Green Infrastructure Program” form shall likewise be grounds for termination of this Lease by the District. The District reserves the right to inspect the Demised Premises throughout the duration of this Lease to verify approved green infrastructure has been properly installed and maintained. The District further reserves the right to require Lessee to amend its green infrastructure plan, even if previously approved by the District. Should such an amendment or subsequent amendments be requested by the District, Lessee shall thereafter, within a reasonable amount of time, install green infrastructure in conformity with the District’s request(s).

Where possible, the Lessee is encouraged to design, implement, operate, and maintain green infrastructure on other lands owned by Lessee, in lieu of, or in addition to, Lessee installing green infrastructure on its leasehold with the District. Such offsite green infrastructure is subject to the same retention standards enunciated above. The responsibility for ongoing maintenance and operation shall be borne exclusively by Lessee and shall be a covenant running with the land where the off-site green infrastructure is provided for the duration of the Lease.

6.10. Tree Mitigation. Lessee may conduct routine trimming of trees, brush, or other overgrown vegetation or invasive species to the extent they interfere with safety or the proper functioning of any improvements. However, Lessee may not remove any trees on District property without the District’s review and approval. If trees must be removed for the safe and effective operation, maintenance, or construction of facilities or improvements on the Premises, then Lessee must provide notice to the District at least 21 days before Lessee performs any such proposed tree

removal work. The notice must include the number, location, and species of trees to be removed. The notice must also include a plan to replace any trees removed with the same or greater number and quality of trees on the Premises (or on other District property), subject to the District's written approval. Lessee is responsible for obtaining any local permits or approvals necessary for tree removal work.

ARTICLE 7. DEFAULT PROVISIONS

7.01. Events of Default. The occurrence of any one or more of the following events (Event of Default) will constitute a default and breach of this Lease by Lessee:

a. Monetary Default. If Lessee fails to pay any rent, additional compensation, or other financial obligation required under this Lease when it becomes due and payable, and such default continues for a period of 30 days after written notice thereof given by Lessor to Lessee.

b. Nonmonetary Default. If Lessee fails to perform any of Lessee's nonmonetary obligations under this Lease for a period of 60 days after written notice from Lessor; provided, however, that if more time is required to complete such performance, Lessee will not be in default if Lessee commences such performance within the 60-day period and thereafter diligently pursues its completion.

c. Violation of Assignment or Sublet Requirements. If Lessee, by operation of law or otherwise, violates the provisions of Article 8 relating to assignment or sublease of the Premises or in the income arising therefrom.

d. False or Misleading Representations. If Lessor discovers that any financial statement, warranty, representation, or other information given to Lessor by Lessee (or by any assignee, sublessee, or successor in interest of Lessee) in connection with this Lease was materially false or misleading when made or furnished.

e. Environmental Default. If Lessee violates the provisions of Article 9 relating to environmental compliance for a period of 30 days after written notice from Lessor, or such shorter time period as is reasonable in the event of an emergency; provided, however, that if more time is required to complete such performance, Lessee will not be in default if Lessee commences such performance within the 30-day (or shorter, if applicable) period and thereafter diligently pursues its completion. In addition, if any violation of Environmental Laws, or Lessee's liability for any Environmental Conditions on the Premises, has or may be reasonably expected to have a material adverse effect on Lessee's financial condition, operations, assets, business, properties, or its parent company, it shall constitute a default.

f. Bankruptcy, Insolvency, Receivership, or Assignment for Benefit of Creditors. If Lessee, or any successor or assignee of Lessee while in possession, shall file a petition in bankruptcy or insolvency or for reorganization under any bankruptcy act, or shall voluntarily take advantage of any such act by answer or otherwise, or shall make an assignment for the benefit of creditors, or if a receiver is appointed.

7.02 Lessor's Remedies. Upon the occurrence of an Event of Default by Lessee, and at any time thereafter, with or without notice or demand and without limiting Lessor in the exercise of any right or remedy that Lessor may have, Lessor will be entitled to the rights and remedies set forth below.

a. Written Notice of Termination Required. In the event of default, Lessor may terminate this Lease. However, Lessor will not be deemed to have terminated this Lease, Lessee's right to possession of the leasehold, the liability of Lessee to pay rent thereafter to accrue, or Lessee's liability for damages under any of the provisions hereof, unless Lessor will have notified Lessee in writing that it has so elected. Lessee covenants that the service by Lessor of any notice pursuant to the applicable unlawful detainer statutes of Illinois, and Lessee's surrender of possession pursuant to such notice, will not (unless Lessor elects to the contrary at the time of, or at any time subsequent to the service of, such notice, and such election be evidenced by a written notice to Lessee) be deemed to be a termination of this Lease or of Lessee's right to possession thereof.

b. Termination of Possession. Lessor will have the right to terminate Lessee's right to possession of the Premises by any lawful means, and Lessee will immediately surrender possession of the Premises to Lessor. In such event, Lessor will have the immediate right to reenter and remove all persons and property, and such property may be removed and stored in a public warehouse or elsewhere at Lessee's cost, all without service of notice or resort to legal process and without being deemed guilty of trespass, or becoming liable for any loss or damage that may be occasioned thereby. In such event, Lessor will be entitled to recover from Lessee all damages incurred by Lessor due to Lessee's default.

c. Damages. At any time after an Event of Default and termination of this Lease, Lessor will be entitled to recover from Lessee, and Lessee will pay to Lessor, on demand, as final damages for Lessee's default, an amount equal to the sum of the base rent, additional compensation, and any other charges to be paid by Lessee hereunder for the unexpired portion of the Lease term (assuming this Lease had not been so terminated). Lessor may, but need not, relet the premises or any part thereof; however, if Lessor elects to relet the Premises, or any portion thereof, for the unexpired term, or any part thereof, the amount of rent reserved upon such reletting will, prima facie, be the fair and reasonable fair market rent for the part or the whole of the Premises so relet during the term of the reletting. Nothing herein contained will limit or prejudice the right of Lessor to prove and obtain, as damages by reason of such expiration or termination, an amount equal to the maximum allowed by any statute or rule of law in effect at the time when, and governing the proceedings in which, such damages are to be proved.

d. Reentry and Removal. Upon the occurrence of an Event of Default by Lessee, Lessor will also have the right, with or without terminating this Lease, to reenter the Premises to remove all persons and property from the Premises. Such property may be removed and stored in a public warehouse or elsewhere at Lessee's cost. If Lessor elects to reenter the Premises, Lessor will not be liable for damages due to such reentry.

e. No Termination; Recovery of Rent. If Lessor does not elect to terminate this Lease as provided in this section, then Lessor may, from time to time, recover all rent as it becomes due

under this Lease. At any time thereafter, Lessor may elect to terminate this Lease and to recover damages to which Lessor is entitled.

f. Reletting the Premises. In the event that Lessor should elect to terminate this Lease and to relet the Premises, it may execute any new lease in its own name. Lessee hereunder will have no right or authority whatsoever to collect any rent from such other lease. Lessor shall have the right, but shall not be required, to apply the rent received from reletting the premises to:

(i) First, to the payment of any indebtedness other than rent due hereunder from Lessee to Lessor, including without limitation storage charges;

(ii) Second, to the payment of the costs and expenses of reletting the Premises, including alterations and repairs that Lessor, in its sole discretion, deems reasonably necessary and advisable, and reasonable attorneys' fees, incurred by Lessor in connection with the retaking of the Premises and such reletting;

(iii) Third, to the payment of rent and other charges due and unpaid hereunder; and

(iv) Fourth, to the payment of future rent and other damages payable by Lessee under this Lease.

g. Waiver of Counterclaim. In the event Lessor commences any legal proceedings for non-payment of rent or additional charges due Lessor under this Lease, forcible detainer, or violation of any of the terms hereof, Lessee will not interpose any counterclaim or set off of any nature or description in any such proceedings.

h. Remedies Cumulative; No Waiver. All rights, options, and remedies of Lessor contained in this Lease will be construed and held to be cumulative, and no one of them will be exclusive of the other. Lessor will have the right to pursue any one or all of such remedies or any other remedy or relief that may be provided by law, whether or not stated in this Lease. No waiver by Lessor of a breach of any of the terms, covenants, or conditions of this Lease by Lessee will be construed as or held to be a waiver of any succeeding or preceding breach of the same or any other term, covenant, or condition therein contained. No waiver of any default of Lessee hereunder will be implied from any omission by Lessor to take any action on account of such default if such default persists or is repeated, and no express waiver will affect default other than as specified in such waiver. The consent or approval by Lessor to or of any act by Lessee requiring Lessor's consent or approval will not be deemed to waive or render unnecessary Lessor's consent to or approval of any subsequent similar acts by Lessee. Lessor has no obligation to apply the security deposit on unpaid rent before default for failure to pay rent.

i. Legal Costs. Lessee will reimburse Lessor, upon demand, for any costs or expenses incurred by Lessor in connection with any breach or default of Lessee under this Lease, regardless of whether suit is commenced or judgment entered. Such costs will include, without limitation, reasonable attorney's fees, legal fees and costs incurred for the negotiation of a settlement, enforcement of rights, collection of arrearage in rent, or otherwise.

j. Waiver of Damages for Reentry. To the extent that Lessor complies with all applicable law, Lessee hereby waives all claims for damages that may be caused by Lessor's reentering and taking possession of the Premises or removing and storing the property of Lessee as permitted under this Lease, and will save Lessor harmless from all losses, costs, or damages occasioned Lessor thereby. No such reentry will be considered or construed to be a forcible entry by Lessor.

ARTICLE 8. ASSIGNMENT AND SUBLEASE

8.01. Assignment and Sublease. Lessee shall not sublet or assign any part of this Lease to any other person or entity without the prior written consent of Lessor. Unless required by law, this Lease shall not pass by operation of law to any trustee in bankruptcy, a receiver in a receivership, or for the assignment for the benefit of creditors of Lessee.

8.02. Notification. Lessee shall notify Lessor in writing at least sixty (60) days prior to any proposed assignment or sublease. Lessee shall identify the name and address of the proposed assignee/sublessee, and deliver to Lessor all supporting documentation that Lessor may deem reasonably necessary to evaluate the assignee/sublessee's ability to comply with the terms and conditions of this Lease.

8.03. Approval of Assignment/Sublease. Lessor shall not unreasonably withhold consent to a proposed assignment or sublease. However, the parties agree that reasonable grounds for withholding consent include the following:

- a. The proposed activity of the assignee/sublessee does not conform with the terms of this Lease, or with policies established by Lessor.
- b. The proposed assignee/sublessee does not have the financial resources to comply with the requirements of the Lease, or the proposed assignee/sublessee does not have substantial experience operating the site, facility, or business located on the leased Premises. Lessor may require an additional security deposit from the assignee/sublessee as a condition of any consent.
- c. Lessee (or the proposed assignee/sublessee) has existing violations under this Lease or another lease of District property.
- d. The activity of the proposed assignee/sublessee would interfere with or disturb neighboring tenants or owners.

8.04. Additional Compensation from Assignment/Sublease. If Lessee assigns or sublets its interest under this Lease and thereby receives a rental in excess of the rent paid to Lessor under Article 2, then Lessee shall pay 50% of that excess rent so received to Lessor. Lessor may also charge its standard document preparation fee for any approved assignments or subleases.

8.05. Unauthorized Assignment/Sublease. Any attempted sublease or assignment not in compliance with this section shall be void and without force and effect. Additionally, Lessor shall be entitled to 100% of all sublease fees received by Lessee under any unauthorized sublease.

ARTICLE 9. ENVIRONMENTAL REQUIREMENTS

9.01. Definitions.

a. **“Environmental Law or Laws”** shall mean any and all federal, state, or local laws, regulations, ordinances, rules, orders, directions, requirements, or court decrees pertaining to health, industrial hygiene, or the environmental conditions on, under, or about the Premises, including, without limitation, the Resource Conservation and Recovery Act (RCRA); the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA); the Toxic Substances Control Act; the Federal Water Pollution Control Act (Clean Water Act); the Safe Drinking Water Act; the Clean Air Act; the Illinois Endangered Species Protection Act; and all parallel, similar, or relevant laws pertaining to the environmental condition of the Premises or activities conducted thereon, as those laws may be amended from time to time.

b. **“Hazardous Materials”** shall mean any substance (whether solid, liquid or gaseous in nature), the presence of which (without regard to action level, concentration, or quantity threshold) requires investigation or remediation under any Environmental Law, or which is toxic, explosive, corrosive, flammable, infectious, radioactive, carcinogenic, mutagenic, or otherwise hazardous or dangerous, or which could cause or threaten to cause a nuisance upon the Premises or to adjacent properties, or poses a hazardous threat to the health or safety of persons on or about such properties. “Hazardous Materials” includes, but is not limited to, “hazardous waste” as defined in RCRA; “hazardous substance” as defined in CERCLA; petroleum or petroleum wastes/byproducts; and any other toxic or hazardous substances that may be regulated from time to time by applicable Environmental Laws.

c. **“Environmental Conditions”** shall mean any spilling, leaking, pumping, pouring, emitting, emptying, discharging, injecting, escaping, leaching, dumping, or disposing of Hazardous Materials on, from, or about the Premises, other than in compliance with applicable Environmental Laws.

d. **“Environmental Costs”** shall mean any and all judgments, damages, penalties, fines, costs, liabilities, obligations, losses, or expenses of whatever kind and nature, including attorneys’ fees, consultants’ fees, and experts’ fees, arising from or incurred in connection with Environmental Conditions, including but not limited to those relating to the presence, investigation, or remediation of Hazardous Materials.

9.02. Compliance with Environmental Laws. Lessee (including Lessee’s employees, contractors, agents, successors, or assigns), at its sole expense, shall comply at all times with all Environmental Laws pertaining to the Premises or Lessee’s use of the Premises, and with all directions of all public officers issued pursuant to any Environmental Law, which shall impose any duty on the Lessee with respect to the use or occupancy of the Premises. Lessor may request from Lessee at any time during the Lease term an operation and maintenance plan, monitoring

plan, emergency spill plan, or any other similar plan to ensure that Lessee is reasonably prepared to respond to environmental issues that may occur on the Premises and to comply with all applicable Environmental Laws.

9.03. Notifications.

a. Environmental Conditions or Claims. Lessee shall give immediate written notice to the District of any Environmental Conditions or claims, including the following: (a) any proceeding or inquiry by any governmental authority with respect to the presence of any Hazardous Materials on the Premises or the migration thereof from or to other areas; (b) all claims and potential claims made, inquired about, or threatened by any third party against Lessee or the Premises relating to any loss or injury resulting from any Hazardous Materials or other Environmental Conditions; and (c) Lessee's discovery of any occurrence or Environmental Condition on any property adjoining or in the vicinity of the Premises that could cause the Premises (or any part thereof) to be subject to any restrictions on its ownership, occupancy, transferability, or use under any Environmental Law.

b. Release of Hazardous Materials. In the event of a release of Hazardous Materials or other Environmental Condition discovered on the Premises, Lessee must notify any required governmental agencies, as required by Environmental Laws. In addition, Lessee must notify Lessor by telephone immediately after the release or discovery of the Environmental Condition, to provide the following information, to the extent known: the identity of the Hazardous Materials, the quantity thereof, and the cause(s) of the release. Lessee must provide Lessor, within 72 hours of the event, copies of all written notices by Lessee, its parent and its subsidiaries that are reported to government regulators or received from government regulators.

9.04. Representations and Warranties. Lessee represents, warrants, and covenants to and with Lessor that: a) Lessee has the full right, power, and authority to carry out its environmental obligations hereunder; b) Lessee is financially capable of performing and satisfying its environmental obligations hereunder; c) Lessee is not now, and never has been, in violation of any applicable Environmental Law relating to the Premises or its activities on the Premises, including but not limited to any Environmental Law relating to the generation, handling, usage, transportation, treatment, storage, or disposal of Hazardous Materials, nor is it subject to any threatened, existing, or pending action by any governmental authority or any environmental liens; and d) Lessee's generation, handling, usage, transportation, treatment, storage, or disposal of Hazardous Materials at the Premises (if any) shall at all times comply with applicable Environmental Laws and will not cause or allow any Environmental Condition to occur or exist.

9.05. Prohibited Uses. Lessee shall only use the Premises for the uses authorized under this Lease. Lessee is prohibited from using the Premises in any way which would impair the environmental condition of the Premises, or that would cause or threaten to cause a public or private nuisance. In addition, Lessee shall not construct, reconstruct, use, or operate any underground storage tanks or related facilities without the express written permission of Lessor.

9.06. Inspections and Environmental Site Assessments.

a. Inspections. Lessor shall have the right, but not the duty, to inspect the Premises at any time to determine whether Lessee is complying with the terms of this Lease, including the right to perform any testing (surface, subsurface, groundwater, etc.) on the Premises that Lessor deems necessary.

b. Periodic Environmental Site Assessments. Every ten years during the Lease term, Lessee must conduct a Phase I Environmental Site Assessment (“ESA”) (as defined by ASTM International) with respect to the Premises at its own expense. Lessor may waive this requirement if there is current environmental information or reports available such that a Phase I ESA is not needed, at Lessor’s sole discretion. The Phase I ESA must be provided to the Lessor within 90 days after each tenth anniversary of the Lease commencement date. After review of the Phase I ESA, Lessor may require Lessee to obtain a Phase II Environmental Site Assessment (as defined by ASTM International) with respect to the Premises. Prior to commencing any Phase II ESA, the scope of work must be provided to Lessor for review and approval. The written report of the Phase II ESA shall be submitted to Lessor within 120 days of Lessor’s request for same.

c. Other Environmental Site Assessments. Lessor may also require Lessee, at any time, to obtain a Phase I or Phase II ESAs, at Lessor’s discretion, to ensure compliance with the environmental requirements of this Lease. If Lessee fails to provide any required Phase I or Phase II ESA to Lessor as provided for in this section, Lessor may obtain a Phase I or Phase II ESA, at its discretion, and Lessee must reimburse Lessor for any associated costs.

9.07. Environmental Remediation. In the event of any release, emission, discharge, or disposal of Hazardous Materials in, on, under, or about the Premises or improvements, or if any inspection or environmental site assessment finds an Environmental Condition, or a violation of an Environmental Law or this Lease, then Lessee must take remedial measures in accordance with the recommendations of Lessee’s environmental engineers and/or consultants, and/or the requirements of any governmental authority having jurisdiction over such matters. The remedial measures taken must restore the Premises to a clean and sanitary condition that complies with all applicable Environmental Laws. Lessor agrees that Lessee shall not be responsible for any remedial measures related to NSC Parcels 6.06, 6.11, and 6.14 to the extent that such Environmental Conditions exist as of the commencement date of the Lease, as documented in the baseline Phase I/II Environmental Site Assessment dated XX. If Lessee fails to comply with the environmental requirements of this Lease, then Lessor shall have the right, but not the duty, to enter upon the Premises to remedy, at Lessee’s expense, any Environmental Conditions caused by Lessee’s failure to comply. Lessee shall pay to Lessor all Environmental Costs incurred by Lessor in performing any such remedial measures within 30 days after Lessor’s written request therefore. Lessor shall use reasonable efforts to minimize interference with Lessee’s business operations, but Lessor shall not be liable for any interference caused thereby.

9.08. Indemnification. Lessee (including its executors, administrators, successors, and assigns), agrees to indemnify, defend, and hold harmless the District (including its Commissioners, officers, agents, and employees), from and against any and all claims, losses, damages, suits or actions, judgments, fines, penalties, or costs (including reasonable attorney’s fees) arising out of

any Environmental Conditions on the Premises, or arising out of Lessee's violation of any Environmental Laws, and Lessee shall pay all Environmental Costs in connection therewith. Notwithstanding anything in this Lease to the contrary, Lessor agrees that Lessee shall not be responsible for Environmental Conditions to the extent that such Environmental Conditions exist as of the commencement date of the Lease, as documented in the baseline Phase I/II Environmental Site Assessment dated XX, provided that these Environmental Conditions were not the result of Lessee's operations under a prior lease or occupancy of the Premises. Lessee's indemnification of Lessor shall extend to any migration of Hazardous Materials from the Premises to any other properties. The foregoing indemnity shall also survive the end of the Lease term.

9.09. Restoration at End of Lease Term.

a. Restoration. At the end of the Lease term, whether by expiration or termination for any other reason, Lessee is required to restore the Premises to the Tiered Approach to Corrective Action Objectives ("TACO") Tier I Residential Standards, as set forth in the Illinois Administrative Code (35 Ill. Adm. Code Part 742), as may be amended from time to time, (or to the baseline environmental condition established at the commencement of the Lease term, as documented in the baseline Phase I/Phase II Environmental Site Assessment dated XX, if applicable). Lessor may require a No Further Remediation ("NFR") letter from the Illinois Environmental Protection Agency ("IEPA") to demonstrate compliance with this provision. During the final year of the Lease term, Lessee must prepare a Phase I ESA that demonstrates the Premises meets this standard, and that the Premises is otherwise in compliance with all applicable Environmental Laws. After review of the Phase I ESA, Lessor may request one or more Phase II ESAs to ensure compliance with this section. Prior to commencing any Phase II ESA, the scope of work must be provided to Lessor for review and approval. Based on Lessor's review of the environmental assessments, it may request Lessee to address specific environmental issues or conditions as part of its Site Vacation Plan (see Section 10). Lessor's Executive Director has the sole discretion to determine which TACO Tier I objectives and measures are appropriate based on site-specific conditions and Lessor's remediation goals for use of the Premises after expiration of the Lease term. Lessee's responsibility to restore and remediate the Premises applies to any contamination that may have migrated from adjacent properties, but Lessee may seek recovery from any responsible third parties.

9.10. Survival. The environmental requirements set forth in this article shall survive the expiration or termination of the Lease.

9.11. Compliance with this Article. Lessee shall cause its parent company, subsidiaries, contractors, subcontractors, employees, and agents to comply with all applicable Environmental Laws and this Article 9 at all times, and to provide such information that Lessor may reasonably request from time to time to determine compliance.

ARTICLE 10. SITE VACATION AND RESTORATION

10.01. Lessee to Yield Premises Upon Lease Expiration. At the end of the Lease term, by expiration, termination, or otherwise, Lessee agrees to yield up the Premises, together with any buildings or improvements, to Lessor in as good condition as when said buildings or improvements

were constructed or placed thereon, ordinary wear and tear excepted. The process for yielding up and vacating the Premises is the following:

a. Site Vacation Plan. At least one year prior to the expiration of this Lease, Lessee must provide a Site Vacation Plan (“Plan”) in writing for the District’s review and approval. The Site Vacation Plan must include the following components:

- i. Proposed timeframe to vacate the Premises, including all of Lessee’s personal property, vehicles, equipment, etc.
- ii. Proposed measures to secure the site, along with any buildings or structures, including any utility disconnections, as appropriate.
- iii. Proposed measures to restore the Premises to the required environmental condition (see Article 9). This Plan must include the removal of any and all storage tanks from the Premises, above or belowground, and to remove any and all asbestos from the Premises.

10.02. District Review and Approval. The Plan submitted by Lessee is subject to the District’s review and approval. As part of the review process, the District will inform Lessee which, if any, improvements on the Premises shall be demolished, at Lessee’s sole cost and expense. All remaining improvements will become the sole property of Lessor, without any compensation owed to Lessee. Lessor’s Executive Director must also approve the site restoration and/or remediation components of the Plan to ensure compliance with Article 9 of this Lease. This requirement of Lessee to demolish improvements as required by the District, and to restore and/or remediate the site as required under this Lease, shall survive expiration or termination of this Lease. If, after notice from Lessor, Lessee fails to demolish the improvements, or fails to restore and/or remediate the site, Lessor may undertake those actions and Lessee will be required to pay all associated costs.

ARTICLE 11. MISCELLANEOUS

11.01. Notices. Any notice or demand to be given pursuant to this Lease must be in writing, and must be sent by registered or certified mail, postage prepaid, to the other party at the following address (or to other such address that either party may designate in writing):

Lessor: Metropolitan Water Reclamation District of Greater Chicago
100 E. Erie St.
Chicago, Illinois 60611
ATTN: Executive Director

With a copy to: Nicholas O’Connor, OConnorN@mwr.org

Lessee: Skokie Park District
9300 Weber Park Place
Skokie, IL 60077
ATTN: Michelle Tuft, Executive Director

The mailing of a notice in accordance with this section shall be deemed sufficient for purposes of this Lease and effective as of the date such notice is mailed.

11.02. Entire Agreement. No representations, statements, or warranties have induced the making, execution, and delivery of this lease agreement by Lessee other than those expressed in this lease agreement. This lease agreement embodies the entire understanding of the parties, and there are no further or other agreements or understandings, written or oral, in effect between the parties, relating to the subject matter of this lease agreement. This instrument may be amended or modified only by an instrument of equal formality signed by the respective parties. The Parties acknowledge that they have had an adequate opportunity to review every provision contained in this Lease and to submit the same to legal counsel for review. The Parties agree that the rule of construction that a contract be construed against the drafter, if any, shall not be applied in the interpretation and construction of this Lease. The headings used in this Lease are inserted for the convenience of the Parties and shall not affect the interpretation of the provisions contained herein.

11.03. Governing Law. This Lease is governed by, and must be interpreted under, the laws of the State of Illinois. This Lease shall be binding and inure to the benefit of the Parties' successors and assigns, and all of the conditions and covenants of this Lease shall run with the land during the Lease term.

11.04. Recording. After execution of this Lease, Lessor will record a Memorandum of Lease with the recorder of deeds for the county in which the Premises is located. Lessee must reimburse the District the county's fee for such recording.

ARTICLE 12. OTHER SITE-SPECIFIC TERMS AND CONDITIONS

12.01. Lessee is responsible for all utilities and municipal requirements associated with the leasehold premises.

12.02. Prior to the commencement of any development or improvements to the premises, Lessee shall submit a written request with plans for the District's review and approval. All such development and improvements are subject to the approval of the District.

12.03. This lease is subject to any existing easements, permits, rights of entry or other such permissions previously granted by the District.

IN WITNESS WHEREOF, the parties hereto have executed this Lease as of the day and year first above written.

METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO

BY: _____
Marcelino Garcia, Chairman of Finance

ATTEST: _____
Jacqueline Torres, Clerk

SUBSCRIBED AND SWORN to before me this ____ day of _____, 20__.

Notary Public

SKOKIE PARK DISTRICT

BY: _____
Elsa Fischer, Skokie Park District Board President

ATTEST: _____
Michelle Tuft, Skokie Park District Executive Director and Secretary

SUBSCRIBED AND SWORN to before me this 16th day of June, 2026.

Notary Public

APPROVED AS TO FORM AND LEGALITY:

Head Assistant Attorney

General Counsel

APPROVED:

Executive Director

RECEIVED:
Fee _____
Insurance _____
Bond N/A



Skokie Park District **BOARD SUMMARY**



Date: June 16, 2026

To: Board of Park Commissioners

From: Michelle Tuft, Executive Director

RE: Final Status of 2025-2026 District Goals

Summary: The final status of the 2025-26 District goals are attached. Most goals were completed, but some were carried forward to 2026-27 and some were cancelled. Staff will answer any questions you may have at the board meeting.

Recommendation: None.

Motion: No motion required, for informational purposes only.

2025-26 Goals

1. Enhance Community and Staff Engagement	Facility or Department Goal	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Complete district-wide survey and incorporate into comprehensive plan	Tuft	9/1/2025	Completed
	Utilizing consultant, receive feedback from stakeholders (via Zoom) and the general public (at Festival of Cultures) regarding the district's comprehensive plan.	Tuft	6/1/2025	Completed
	Utilizing a consultant, complete community wide survey.	Tuft	8/1/2025	Completed
	Hire referendum consultant to determine if the public would support a referendum to develop Sports Park East and Channelside South.	Tuft	10/1/2025	Completed
	Utilizing consultant, engage the public regarding possible development at Channelside South	Tuft	10/1/2025	Completed
	Plan quarterly staff parties, one per season	Gualano	5/1/2026	Completed
AQUATICS	Offer "World's Largest" Swim lesson to Skokie Park District's summer campers to promote water safety and drowning awareness.	Runkle/Bidstrup	8/1/2025	Completed
	Offer two staff team building outings per year.	Runkle/Bidstrup	1/1/2026	Completed
BUSINESS SERVICES	Provide Tyler Technology internal trainings.	Le/Schmidt/Portillo/Hyatt	10/1/2025	Completed
DEVONSHIRE CULTURAL CENTER	Actively participate in the Skokie Arts Commission by sending one delegate to each monthly meeting. Engagement with the Commission will support the development of new program offerings and foster collaboration with community partners.	Horwitz	4/1/2026	Completed.
	Work with the Preschool Parent Committee to create a community informational night, including awareness of early childhood programs.	Carr	5/1/2025	Completed
	Invite five local schools to attend a Thin Ice technical rehearsal aiming to secure at least 100 student attendees to generate additional revenue and community involvement.	Goldberg	4/1/2026	Completed
EMILY OAKS NATURE CENTER	Continue to work with the seven local school districts to expand programming by developing two additional field trip activities to match their needs based on FY 24/25 survey results. Increase participation by 5% over the course of the next school year.	Schaeffer	4/30/2026	Completed
	Provide an opportunity for families to engage in the Land Management efforts by offering two (fall and spring) family workdays in cooperation with the Land Management team. The workdays will be geared towards families with children 9-14 years old and will involve helping to remove invasive species and doing trail maintenance.	Taira	4/30/2026	Completed
	Attend the monthly meetings of Go Green Skokie, a citizen organization whose mission is "to support, educate, and advocate for environmentally sustainable action in Skokie." Attend the Village of Skokie Sustainable Environmental Advisory Commission (SEAC) whose purpose is "to be a resource for the Mayor and Board of Trustees, informing them how their actions and policies may impact the Village of Skokie on an environmental basis." Participate in and represent the Skokie Park District at these meetings with the goals of sharing information, supporting initiatives, and forming liaisons. Report to the SPD Environmental Action Team on agenda items for both groups. Attend at least 75% of the Go Green Skokie monthly meetings and 75% of the SEAC bimonthly meetings.	Hansen	4/30/2026	Moved to FY 26/27.
GOLF	Hold golf staff team building activity.	Hejnowski/Quinlan	9/1/2025	Completed
SKOKIE HERITAGE MUSEUM	Collaborate with Downtown Merchants for the Skokie Heritage Day in September and their annual Cookie Walk in December to coincide with the Firehouse Winterfest.	England	12/31/2025	Completed
	Collaborate with Skokie Public Library and Skokie Historical Society on the time capsule project and related programs for the opening and collection of new materials for the next time capsule.	England	12/31/2025	Completed
SKATIUM ICE ARENA	Prepare a customer satisfaction survey for concessions.	von Helms	3/1/2026	Completed
PARK SERVICES	Provide spring bulbs to the public as a giveaway event	Hallm	6/1/2025	Completed
OAKTON COMMUNITY CENTER	Strengthen relationship between SPACE and school district staff through quarterly check-in meetings at all school districts.	Tyler	4/1/2026	Completed
	Offer a re-opening event at the Exploritorium to highlight facility updates such as the addition of the tiny town and new playground structure.	Mergler	1/30/2026	Completed

TOT LEARNING CENTER	Increase parental involvement in the Pre-K classroom by offering families the opportunity to sign up and read a book during story time. This new offering will be call 'Celebrity Reader' and will be offered two times each month, beginning June 2025 through April 2026.	Howd/Redzovic	4/1/2026	Completed
	Enhance parent-teacher engagement by organizing two family outings with staff, at kid-friendly restaurants.	Daniel/Fatima	9/1/2025	Completed
HUMAN RESOURCES	Rollout discussion forms in Paycom.	Gualano/JahJah	10/1/2025	Completed
	Complete compensation and classification survey.	Gualano	9/1/2025	Completed
SAFETY	Build and rollout Safety Central on intranet.	Green	12/1/2025	Completed
WEBER LEISURE CENTER	Establish a Wellness Committee with at least five staff members representing various departments. Plan and launch one wellness challenge or experience per quarter (e.g., fitness challenge, mindfulness workshop, healthy eating initiative) for employees, with a minimum participation rate of 20-25% of full-time staff each quarter.	Bever	10/31/2025	Completed

2. Increase Accessibility and Inclusiveness	Facility or Department Goal	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Complete an ADA audit.	Guynn	4/30/2026	Completed
	Develop and implement an ADA compliance checklist and audit plan for staff to evaluate events and programs.	Labus/Amato	4/30/2026	Completed
	Install welcome signs in various languages in all facilities	Amato/Pozner	7/1/2025	Completed
	Establish a comprehensive language access program for park district staff, including a translation services contract, staff training, and enhanced customer service support.	Amato	4/30/2026	Completed
AQUATICS	Work with M-NASR to increase awareness and attendance for sensory events.	Runkle/Bidstrup	8/1/2025	Completed
	Create an accessible concrete walkway and party area at the Devonshire Aquatic Center.	Guynn	7/1/2025	Completed
	Work with M-NASR to provide inclusion training to pool managers.	Runkle/Bidstrup	8/1/2025	Completed
DAMMRICH ROWING CENTER	Develop new boat arrangement plan.	Guynn/Runkle	11/1/2025	Completed
DEVONSHIRE CULTURAL CENTER	Offer 1-2 culturally significant art classes - culinary class, event, or art display each season.	Robinson	4/1/2026	Completed
	Offer and implement Queer Clothing Swap in October 2025.	Carr	10/1/2025	Completed
EMILY OAKS NATURE CENTER	Promote inclusion in Emily Oaks camp programs by equipping all camp directors with "buddy bags" that include noise cancelling headphones, fidgets, behavioral health supports like meditation and relaxation cards, and visual schedules. Throughout the year, these bags can also be available to trail visitors.	Schaeffer	6/30/2025	Completed
	Investigate the feasibility, including cost and storage, of adding a wheelchair at Emily Oaks Nature Center that could be taken on the trails to increase accessibility to patrons.	Martin	4/30/2026	Completed
	Offer a neurodiversity inclusive family program, specifically a bird-themed Neurodiverse Nature Trail that, among other activities, uses various tools to assist individuals with sensory processing differences while teaching them about birds and birding.	Taira	4/30/2026	Completed
GOLF	Complete grass tee expansion (allow grass to grow).	Savoie/Hejnowski	8/1/2025	Completed
	Add new accessible walk behind the concrete tees.	Guynn	6/1/2025	Completed
PARK SERVICES	Improve concrete walkways at Devonshire, Oakton, Schack, Pawnee, Lorel, Hamlin, Gross Point, Channelside, Laramie, Emerson, and Tot Learning Center.	Guynn	6/1/2025	Completed
	Repave asphalt path at Devonshire Park.	Guynn	9/1/2025	Completed
	Address concrete/brick issues at Onondowa'ga Park and incorporate new play equipment with accessible features and amenities.	Guynn	6/1/2025	Completed
	Address concrete/brick issues at Terminal Park and incorporate new play equipment with accessible features and amenities.	Guynn	6/15/2025	Completed
	Address concrete/brick issues at Lee-Wright Park and incorporate new play equipment with accessible features and amenities.	Guynn	7/1/2025	Completed
	Address concrete/brick issues at Lauth Park and incorporate new play equipment with accessible features and amenities.	Guynn	6/1/2025	Completed
TOT LEARNING CENTER	Make all families feel included by acknowledging diverse holidays. A holiday calendar will be created and teachers will create lesson plans around each holiday. Lesson plans will include reading books on the holiday and creating art projects.	Ferguson/Saliba	4/1/2026	Completed
	Create a center-wide bulletin board to highlight the staff at Tot Learning Center and the various languages spoken amongst them.	Howd/Redzovic	12/1/2025	Completed
	Research offering music enrichment classes and sign language classes to Preschool and Pre-K classrooms throughout the year. Depending on costs, offer bi-monthly or monthly programs.	Khan	1/1/2026	Completed
	Design and decorate the lobby to reflect the various cultural holidays celebrated by families, promoting inclusivity and cultural awareness throughout the year.	Daniel/Fatima	4/1/2026	Completed

3. Expand Program and Wellness Offerings	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ATHLETICS	Expand Table Tennis offerings by adding a seasonal Table Tennis tournament (one per season) and adding a Youth Table Tennis Tournament.	Khnanisho	4/30/2026	Completed
AQUATICS	Implement parent/tot water orientation class for Summer 2025.	Runkle/Bidstrup	8/30/2025	Completed
	Work with District 219 to expand swim lessons and open swim offerings during the school year.	Runkle/Bidstrup	4/30/2026	On Track
DEVONSHIRE CULTURAL CENTER	Add one new birthday party offering to serve a younger population of patrons with the goal of hosting at least three parties of this type by spring 2026.	Robinson	4/1/2026	Completed
EMILY OAKS NATURE CENTER	Expand marketing of the new Emily Oaks school field trip activity, Nature Journaling, to three local high schools, focusing on classes and clubs that have previously not been catered or marketed to. This will be accomplished through targeted emails and in-person outreach with the goal of booking at least five new field trip groups over the school year.	Schaeffer	4/30/2026	Completed
	Develop and implement a Monarch Butterfly Migration special event fund-raiser at with a goal of exceeding costs by a minimum of 30%.	Martin	9/30/2025	Completed
GOLF	Hold mini-golf tournament at Sports Park	Hejnowski	8/30/2025	Completed
PARK SERVICES	Encourage staff participation in the Parks and Rec Steps Challenge and try to average more than 85,860 (last year's average) steps as a team.	Guynn	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Offer after school clubs to District 73.	Hurwitz	4/1/2026	Canceled
	Modify holiday events, Kooky Spooky Candy trail and North Pole Express by offering different entertainment and redesign the event offerings to increase customer satisfaction.	Mergler	4/1/2026	Completed
	Increase Exploritorium birthday party availability by offering parties on Friday evenings.	Mergler	4/1/2026	Completed
SKATIUM ICE ARENA	Expand the hockey program's offerings by introducing at least two new initiatives aimed at enhancing physical wellness and player development. These initiatives will include a weekly off-ice conditioning program to improve strength and agility, as well as a specialized skills clinic focusing on skating, puck handling, and shooting. Success will be measured by a 20% increase in participation and an 85% satisfaction rate based on feedback from players and their families.	Heisner	4/30/2026	Completed
TOT LEARNING CENTER	Research and plan 2-4 educational field trips for 3-5 year olds.	Moran/Faheem	4/1/2026	Completed
WEBER LEISURE CENTER	Introduce and demonstrate three simple stretching exercises for maintenance staff to complete before each shift.	Bontly/Rizzo/Thompson	7/1/2025	Canceled
	Actively encourage all maintenance/custodial staff to participate in the Parks and Rec Trek competition during fall 2025, aiming for at least 50% maintenance/custodial staff participation.	Bontly/Rizzo/Thompson	10/1/2025	Completed
	Successfully plan and run a summer late-night adult 3-on-3 basketball tournament with a minimum of four registered teams.	Kasper	9/1/2025	Canceled
	Develop a tournament framework for adult volleyball, basketball, and cornhole events.	Kasper	11/30/2025	Canceled

4. Support Staff Development and Training	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Develop a succession plan for the Athletic Department.	Labus	8/1/2025	Completed
	Implement onboarding/offboarding checklist for full-time and part-time staff.	Labus/Gualano	4/1/2026	Moved to FY 26/27
	Design and implement a new staff evaluation tool and research compensation strategies.	Gualano/Tuft	2/1/2026	Completed
	Develop and implement an annual staff planning and project calendar.	Labus/Amato	9/30/2025	Completed
	Update board and administrative Manual.	Tuft	9/1/2025	Moved to FY 26/27
	Hold Board Workshop to review board manual.	Tuft	10/1/2025	Cancelled
AQUATICS	Develop Head Lifeguard program to ease new lifeguards into the position and correct improper skill techniques sooner.	Runkle/Bidstrup	8/30/2025	Completed
	Conduct mid-season training for late hires.	Runkle/Bidstrup	8/30/2025	Cancelled
ATHLETICS	Hold four seasonal meetings with the Racquet Sports staff to generate new ideas and review procedures, customer service guidelines, and safety protocols.	Khnanisho	4/30/2026	Completed
BUSINESS SERVICES	Provide continued Tyler Technogy trainings to ensure staff understand the new system.	Le/Portillo/Hyatt/Schmidt	10/1/2025	Completed
INFORMATION TECHNOLOGY	Establish, analyze and improve overall ticketing system metrics.	Catania/Marta	9/1/2025	Completed
	Implement advanced analytics and deploy analytics tools and train staff to interpret data.	Catania/Marta	12/1/2025	Cancelled
DEVONSHIRE CULTURAL CENTER	Send select theatre staff to the National Community Theatre Conference to network and explore the opportunities for theatre competition.	Horwitz/Goldberg	6/1/2025	Completed
EMILY OAKS NATURE CENTER	Provide leadership of the Environmental Action Team (EAT) with a minimum of six, regularly scheduled meetings planned for the year, and train the returning and new team members from each facility and/or department on the Environmental Policy and the relevance to their facilities and programming. Train a co-coordinator to share the leadership and potentially take over coordination of EAT in the future.	Hansen	4/30/2026	Completed
	Provide three all-staff training events/opportunities to reacquaint staff with recycling requirements, cleaning product purchasing and use, and ways to minimize use of energy and water. Additional topics can be addressed if time permits, including landscaping with native plants and food composting for rental events. Training may take place at monthly Staff Announcements, individual facility meetings, and district-wide functions.	Hansen	4/30/2026	Completed
SKOKIE HERITAGE MUSEUM	Develop volunteer program benefits and recognition program, and further refine and finalize volunteer onboarding process, manual, and training materials.	Guthrie	4/1/2026	Completed
PARK SERVICES	Develop promotion trajectory for Park Services division.	Gualano/Guynn	12/1/2025	Completed
	Offer a parks safety training day.	Guynn	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Train all Oakton staff, full-time and part-time, in new EAP practices and active shooter trainings.	Fletcher	4/1/2026	Completed
	Train maintenance staff on best practices and safety.	Gaudet	4/1/2026	Canceled
TOT LEARNING CENTER	Improve the onboarding experience for new staff by ensuring consistent and class-specific information is covered with each new hire. Create a tailored onboarding checklist for each classroom.	Khan	4/1/2026	Canceled
	Bring in a trainer on inclusion during a staff development day.	Dinkha/Salcido	2/1/2026	Completed
	Improve the onboarding experience for new staff, ensuring new staff are better prepared and more efficient from day one. Collect the classroom-specific information for the new onboarding checklist.	Ferguson/Saliba	4/1/2026	Canceled

5. Improve Safety and Infrastructure	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Develop and plan a memorial feature at Pooch Park.	Tuft/Bidstrup	5/1/2026	Cancelled
	Develop concepts for development of Channelside South.	Tuft/Labus/Guynn	1/1/2026	Completed
	Secure lease with MWRD for Channelside South.	Tuft	12/1/2025	Moved to FY 26/27
HUMAN RESOURCES/SAFETY	Update volunteer manual and retrain staff on volunteer requirements.	Gualano/Green	12/1/2025	Moved to FY 26/27
	Convert Material Safety Data Sheets to electronic.	Green	2/1/2026	Completed
	Rollout new Emergency Action Plans (EAP) and implement emergency alert system district-wide.	Green	11/1/2025	Completed
	Complete waiver updates district wide.	Green	10/1/2025	Completed
AQUATICS	Offer CPR and First Aid classes to non-lifeguard staff.	Runkle/Bidstrup	8/30/2025	Completed
	Introduce internal lifeguard audit program and revise daily Vigilance Awareness Testing protocols.	Runkle/Bidstrup	8/30/2025	Completed
	Install the new party area at Devonshire Aquatic Center that includes a concrete pad, shade structure and picnic tables.	Guynn	6/1/2025	Completed
EMILY OAKS NATURE CENTER	Repair masonry.	Labus/Hanson	11/1/2025	Completed
	Repair fireplace.	Labus/Hanson	11/1/2025	On hold
	Repair greenhouse.	Guynn/Hanson	11/1/2025	Completed
GOLF	Add netting on both sides of the range to protect concrete tee patrons and grass tee patrons.	Guynn	6/1/2025	Completed
	Add concrete tee area and expand number of Trackman units from 5 to 13.	Guynn	6/1/2025	Completed
	Install the new permanent shelter.	Guynn	6/1/2025	Completed
	Add new errant ball/stay out of water signs on mini golf courses.	Hejnowski	6/1/2025	Completed
SKOKIE HERITAGE MUSEUM	Work with outside vendor(s) with expertise in historic preservation to review historic structures' needs and put together comprehensive plan with proposed timeline, budget, and potential funding sources to address immediate needs, plus a maintenance plan for each building to better address ongoing and long-term needs.	England	4/1/2026	Completed
OAKTON COMMUNITY CENTER	Use PDRMA videos to train maintenance staff quarterly.	Gaudet	4/1/2026	Canceled
	Pass all facility inspections with zero major violations.	Gaudet	4/1/2026	Canceled
	Complete the installation of the new "Tiny Town" exhibit.	Guynn	6/1/2025	Completed
	Complete the removal and replacement of the tubes and tunnels indoor playground.	Guynn	11/1/2025	Completed
	Renovate 1st and 2nd floor bathrooms at Oakton.	Guynn	4/30/2026	Completed
PARK SERVICES	Replace the Gleiss Park tennis courts and fencing.	Guynn	11/1/2025	Completed
	Replace the Lorel Park tennis court and fencing.	Guynn	11/1/2025	Completed
	Complete renovation of Oakton Pickleball room.	Guynn/Labus	11/1/2025	Completed
	Complete the parking lot repaving and repairs at the Oakton Park main and south lots.	Guynn	11/1/2025	Completed
	Oversee the roof replacement at Skokie Water Playground.	Guynn	6/1/2025	Completed
	Complete the bathhouse partition replacements at Devonshire Aquatic Center.	Guynn	6/1/2025	Completed
	Continue the cyclical classroom heater replacement at Devonshire.	Hacker	12/1/2025	Completed
	Complete the Devonshire hallway and vestibule flooring replacement and bathroom renovations.	Guynn	2/1/2025	Completed
	Oversee the Oakton Building Automation System (BAS) replacement.	Hacker	6/1/2025	Completed
	Repave Skokie Park Tennis Center east parking lot.	Guynn	11/1/2025	Completed
	Repave Devonshire north parking lot, pathway system and basketball courts.	Guynn	11/1/2025	Completed

	Repave Terminal basketball courts.	Guynn	11/1/2025	Completed
	Repave Shawnee basketball courts.	Guynn	11/1/2025	Completed
	Repave Shabonee basketball courts.	Guynn	11/1/2025	Completed
	Begin planning and replacement of the Lyon Park playground and amenities.	Guynn	4/1/2026	Completed
	Begin planning and replacement of Gleiss Park playground and amenities.	Guynn	4/1/2026	Completed
SKATIUM ICE ARENA	Facilitate staff training to improve safety. Offer and lead yearly staff training in ammonia safety protocols and Emergency Action Plan.	von Helms	4/30/2026	Completed
WEBER LEISURE CENTER	Complete removal and replacement of indoor track surfacing.	Guynn	8/1/2025	Completed
	Review and translate custodial staff employee documents (operational and safety) into Spanish. Ensure that all translated documents are reviewed for accuracy by a native Spanish speaker and are accessible to all staff members.	Bontly	1/1/2026	Completed
TOT LEARNING CENTER	Conduct weekly outdoor inspections, including removing weeds and raking woodchips and sand boxes.	St. John	4/1/2026	Completed
INFORMATION TECHNOLOGY	Upgrade security protocols. Strengthen cybersecurity measures for internal systems and train IT staff.	Catania/Marta	11/1/2025	Completed
	Continue the implementation of Multi Factor Authentication System.	Catania/Marta	11/1/2025	Completed
	Continue upgrades to Windows 11.	Catania/Marta	11/1/2025	Completed

6. Strengthen Financial Sustainability	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ATHLETICS	Implement a streamlined and digitized system for scheduling, tracking, and payment of officials.	Labus/Kasper	9/1/2025	Completed
AQUATICS	Implement inventory tracking system for concession stands at both pools.	Runkle/Bidstrup	9/1/2025	Completed
BUSINESS SERVICES	Complete bank reconciliations in a timely manner.	Schmidt/Portillo	4/30/2026	Ongoing
	Successfully finish district audit.	Schmidt/Le/Portillo	9/1/2025	Completed
	Successfully transition to Tyler Tech.	Schmidt/Le/Portillo	10/1/2025	Completed
	Provide monthly financials in a timely manner.	Portillo	4/30/2026	Completed
DEVONSHIRE CULTURAL CENTER	Improve revenues and reduce costs by enhancing the theatre volunteer program, exploring alternative funding sources (e.g., grants and fundraising), monitoring production expenses, and developing detailed production budget reports.	Horwitz/Amato	4/1/2026	Completed
	Host two preschool fundraisers throughout the school year. The fundraising will support the end-of-year parties.	Carr	4/1/2026	Completed
	Hold quarterly financial review meetings with all full-time staff to monitor revenue and expense trends, ensuring alignment with budgetary goals and promoting financial accountability.	Horwitz	4/30/2026	Completed
PARK SERVICES	Complete \$115,000 DCEO grant Weber track replacement project.	Guynn	4/1/2026	Completed
	Complete \$100,000 DCEO grant Lockwood sports courts.	Guynn	4/1/2026	Completed
	Complete \$185,000 DCEO grant for Ondondowa'ga Park renovation.	Guynn	4/1/2026	Completed
	Complete \$100,000 DCEO grant for Peccia playground.	Guynn	4/1/2026	Completed
	Complete \$100,000 DCEO grant for Gleiss Park tennis courts replacement.	Guynn	4/1/2026	Underway
	Complete \$500,000 Federal Community Project Funding Grant project for Lauth, Lee-Wright and Terminal Parks renovations.	Guynn	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Conduct quarterly budget reviews for the Active Adult program to ensure accurate expense tracking and provide reliable data for future budget planning. This will support the program's progress toward achieving a break-even financial status each fiscal	Gorelick	4/1/2026	Completed
	Hold quarterly financial review meetings with all full-time staff to monitor revenue and expense trends, ensuring alignment with budgetary goals and promoting financial accountability.	Fletcher	4/1/2026	Completed
	Evaluate the increasing cost of snacks at the SPACE program in relation to parent demand by researching whether other park districts offer snack programs. Incorporate a question into the end-of-year parent survey to assess the importance of the snack offering and gauge openness to its potential discontinuation.	Tyler	4/1/2026	Completed
SKATIUM ICE ARENA	Seek out sponsorship opportunities and raise \$10,000 in funds through donations and events to support Symmetry Ice Theatre and set up a scholarship fund to pay for skater fees.	Hathaway	4/30/2026	Completed (less than \$10,000)
	Increase the revenue of the hockey program by raising at least \$3,000 through a combination of growing participation and revenue from the golf outing and online merchandise store. This will be achieved by increasing the number of players at each level by 5%, generating additional registration fees, raising funds through the golf outing with at least 20 participants and growing merchandise sales by 15%. Success will be measured by meeting the fundraising goal and securing at least 20 participants for the golf outing, as well as tracking merchandise sales, aiming for an 85% satisfaction rate from event participants and customers.	Heisner	4/30/2026	Canceled
WEBER LEISURE CENTER	Evaluate newly created inventory system on September 1 and February 1, to achieve purchasing on quarterly basis, with minimum quantities in stock. Update the minimum requirements to ensure three months of products are in stock at all times. Adjust the quarterly orders based on the evaluations of the inventory control.	Bontly/Rizzo/Thompson	4/1/2026	Canceled

7. Enhance Marketing and Communications	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Create a district-wide facility rental and birthday party request form that includes the alcohol policy.	Labus/Pozner	8/30/2025	Underway
	Create a marketing plan to promote the new Oakton Pickleball Rental room and courts.	Labus/Khnanisho	8/1/2025	Completed
AQUATICS	Introduce water safety campaign on pool social medias.	Runkle/Bidstrup	8/1/2025	Moved to 2026-27
	Create and post a minimum of three Tik Tok videos for Aquatics.	Runkle/Bidstrup	8/1/2025	Cancelled
ATHLETICS	Launch a targeted marketing plan that includes hosting two free beginner friendly workshops/socials and two promotional deals. Email all new pickleball registrants within one week of sign-up to welcome them and share additional opportunities. Post monthly pickleball content on social media to boost visibility and engagement.	Khnanisho	4/30/2026	Completed
COMMUNICATIONS & MARKETING	Implement a plan to decrease stock images in publications.	Walker/Gomez	4/30/2026	Completed
	Identify and better utilize analytics via the website, social media and e-news.	Pozner/Gomez	4/30/2026	Completed
	Work with IT to finalize rollout of SPD app and then monitor its effectiveness.	Bottorff/Pozner/Catania	4/30/2026	Moved to 2026-27
	Create a Microsoft Form to transition all online birthday forms. (JotForms)	Labus/Pozner	4/30/2026	Completed
	Create a list of accessibility features for all parks & facilities and integrate onto SPD website.	Pozner/Guynn	4/30/2026	Moved to 2026-27
Research the viability of creating ads in parks, on facility doors, sidewalks, fences, walls, etc., that better engage the diverse population of Skokie.	Bottorff/ Pozner	4/30/2026	Completed	
DEVONSHIRE CULTURAL CENTER	Launch a monthly digital newsletter for dance families to provide updates on rehearsals, performances, fundraising opportunities, and important dates. The newsletter will be distributed via email and posted hard copies on the bulletin board. The goal is to achieve a 50% open rate and increased parent engagement measured through at least three interactive features (e.g., Q&A sections, feedback surveys, or featured student spotlights). Success will be tracked through email analytics and parent feedback.	Goldberg	4/1/2026	Completed
	Create one post per season, showcasing student artwork and culinary creations on Devonshire and Skokie Park District's social media platforms to increase awareness of class offerings and outcomes.	Robinson	4/1/2026	Completed
EMILY OAKS NATURE CENTER	Expand the marketing spreadsheet to enhance promotion of Emily Oaks Nature Center programs and special events by adding resources to the list, creating a weekly and seasonal promotion schedule, and training staff on the promotions process. Add an Emily Oaks Instagram account and increase the number of followers by 10% in six months.	Martin	11/1/2025	Completed
	Develop and implement a seasonal marketing strategy for adult programming - to increase exposure to and participation in adult classes and events - including promotion through at least four local partners (e.g., libraries, Oakton emails, community centers, local businesses) and posting to a minimum of three online event calendars each season. The goal is to increase adult program attendance by 10%.	Taira	4/30/2026	Completed
GOLF	Create a minimum of one Facebook post and one Instagram reel every two weeks.	Hejnowski/Quinlan	8/1/2025	Completed
	Work with Marketing to promote new hitting stations with added Trackman monitors.	Hejnowski/Quinlan/Bottorff	8/1/2025	Completed
	Develop post rental survey for party and shelter rentals.	Hejnowski/Quinlan	8/1/2025	Completed
	Develop a minimum of two cross promotional opportunities with other district facilities.	Hejnowski/Quinlan/Bottorff	8/1/2025	Completed
PARK SERVICES	Promote a minimum of four projects/operations on social media by contacting marketing for photos and posts.	Guynn/Bottorff/Gomez	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Research communication app and emergency forms options for the SPACE program, and compile data on features, costs, and user experience to support an informed purchasing decision.	Tyler	4/1/2026	Completed
	Following the rollout of the Skokie Park District app, offer a free biannual training session for Active Adult participants to ensure they are confident and comfortable using the app's features.	Gorelick	4/1/2026	Postponed
SKATIUM ICE ARENA	Increase average weekly Facebook page engagement (measured by likes, comments, shares, and click-throughs) by 20% by implementing a consistent content schedule of three posts per week (one for figure skating, one for hockey, and one for the facility, i.e. public skating). This will directly support the community building strategy by increasing visibility and interaction with the target audience	Luecke	4/30/2026	Completed

TOT LEARNING CENTER	Strengthen Tot Learning Center's marketing approach by analyzing competitors. Conduct research on local daycare centers, gathering information on their pricing and promotional strategies to support the development of a new marketing campaign.	Taylor/Bonoan Daniel/Fatima	4/1/2026	Completed
	Capture photos of children throughout the school year and organize them in a shared folder to ensure the marketing team has access for use in upcoming campaigns.	Tammo/Pozner/Walker/ Bottorff	4/1/2026	Completed
	Digitize all intake forms and registration packets to streamline the enrollment process, making it more convenient for parents and more efficient for staff.	Tammo	4/1/2026	Cancelled
HUMAN RESOURCES	Post new hires, promotions, job postings on social pages.	Gualano/Bottorff	5/1/2025	Completed

8. Strengthen Commitment to Exceptional Customer Service	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Achieve American Camping Association (ACA) re-accreditation.	Amato/Labus	8/1/2025	Completed
	Introduce customer retention and promotion strategies by implementing a minimum four promotional ideas.	Labus/Amato	4/1/2026	Completed
	Implement quarterly customer service training agendas for all facilities.	Labus/Amato	1/1/2026	Completed
	Redevelop and implement a program/event participant satisfaction survey template and process.	Labus/Amato	4/1/2026	Completed
AQUATICS	Implement "Constructive Communication" training for cashiers and pool managers.	Runkle/Bidstrup	7/1/2025	Completed
	Require new cashiers to shadow veteran staff for at least two shifts prior to working alone.	Runkle/Bidstrup	7/1/2025	Completed
ATHLETICS	Create a racket sports survey to solicit feedback on customer satisfaction, instructors, dates, times, offerings, and tournaments to help plan for upcoming seasonal program guides.	Khnanisho	4/30/2026	Completed
GOLF	Develop a quick reference resource for customer service staff.	Hejnowski/Quinlan	7/1/2025	Completed
TOT LEARNING CENTER	Offer a Kindergarten Fair in January before kindergarten registrations, inviting Skokie schools to provide valuable insights and information for families considering kindergarten options.	Howd/Redzovic	1/30/2026	Completed
	Improve the onboarding experience for new staff, ensuring staff are prepared and efficient from day one. Create an FAQ of parent questions and correct teacher answers.	Moran/Faheem	4/30/2026	Cancelled
	Recognize and celebrate co-workers' accomplishments and contributions to enhance internal customer service. Highlight and showcase two teachers each month to acknowledge their efforts and boost morale.	Tailor/Bonoan	4/1/2026	Completed

9. Promote Environmental Stewardship and Sustainability	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
AQUATICS	Promote energy savings with solar panel installation at Skokie Water Playground.	Guynn	10/1/2025	Completed
DEVONSHIRE CULTURAL CENTER	Review recycling protocols with part-time custodial staff to ensure proper disposal of recyclables.	Sampath/Horwitz	7/1/2025	Completed
	Purchase and maintain recycling receptacles for all public rooms and install clear signage at each location.	Sampath/Horwitz	7/1/2025	Completed
EMILY OAKS NATURE CENTER	Work with Land Management staff to update the Land Management Plan for the 13-acre site consisting of approximately eight acres of land, two acres of water, and approximately three acres of hard surfaces. Incorporate the detailed notes taken in 2020 during virtual meetings into the 97-page document, rewrite entries and reorganize where needed, and bring the document up-to-date. Establish standards for reviewing and updating the plan every winter so that it is an effective tool and guides the site management activities for the year to come. Update or organize the extensive computer files in the Emily Oaks site management network folder so that documents are relevant and can be found without difficulty.	Hansen	4/30/2026	Cancelled
GOLF	Provide four additional recycling containers at both Skokie Sports Park and Weber Golf Course.	Hejenowski	7/1/2025	Completed
PARK SERVICES	Install solar panels at Park Services.	Guynn	11/1/2025	Completed
	Eliminate paper task sheets and inspections.	Hallm/Hacker	9/1/2025	Cancelled
OAKTON COMMUNITY CENTER	Implement consistent recycling practices for plastics, aluminum pans, and other recyclable materials at all Active Adult parties, and utilize compost bins available at Oakton Park to support sustainability efforts.	Gorelick	4/1/2026	Completed
SKATIUM ICE ARENA	Research new green cleaning solutions and look for environmentally friendly products. Identify two alternative green products to replace current products.	Bonnet	3/1/2026	Completed
TOT LEARNING CENTER	Initiate three drives (September, January, May) for parents to donate leftover boxes, paper towel rolls, bottle caps, and other recyclable items to be repurposed for crafts and classroom projects.	Moran/Faheem	4/30/2026	Completed
	Design and implement a lesson plan focused on healthy eating habits and sustainability. Create a vegetable garden bed to reinforce the connection between 'farm-to-food' and teach children about growing their own nutritious food.	Dinkha/Salcido	6/1/2025	Completed
	Design and implement a lesson plan focused on recycling and sustainability. Use the newly purchased recycling bins and participate in composting.	Ferguson/ Saliba	4/1/2026	Completed
	Educate staff and children on proper recycling practices by conducting a training with a SWANCC (Solid Waste Agency of Northern Cook County) presenter.	Tailor/Bonoan	2/1/2026	Completed
	Support the 2/3's classroom in planning, planting, and maintaining a vegetable garden as part of their hands-on learning experience.	St John	4/1/2026	Completed
	Introduce composting practices at TLC as a sustainable way to reduce waste and promote environmental responsibility among staff and children.	St John	4/1/2026	Cancelled
WEBER LEISURE CENTER	Conduct an audit of all recycling bins to determine if paper documents, bottles, and other recyclables are being properly sorted or discarded (by August 1). Based on findings, develop and deliver a 30-minute recycling training session for all staff, including custodians (by October 1), with a follow-up check-in (by November 1) to assess improvement in recycling practices.	Bontly	11/30/2025	Postponed



Skokie Park District BOARD SUMMARY



Date: June 16, 2026
To: Board of Park Commissioners
From: Michelle Tuft, Executive Director
RE: Review and Approval of 2026-27 District Goals

Summary: Attached are the District’s goals for the 2026–27 fiscal year. The format has been updated but are still tied to nine overarching District-wide goals. Each department has contributed specific goals that align with and support these broader priorities.

These goals were developed with input from administrative, management, and supervisory staff across all divisions of the District.

Staff will be available to answer any questions and to discuss any additions, deletions, or modifications the Board may wish to make.

A progress update will be provided to the Board in January 2026, with a final status report presented in June 2027.

Recommendation: Staff recommends approval of the 2026-27 goals.

Motion: Move to approve the 2026-27 Park District goals.

2026-27 Goals

Specific SMART Goal	Core Value Represented	Anticipated Completion	Facility	Staff
Develop and implement a comprehensive Recreation Internship Manual and program structure, including onboarding materials, defined learning objectives, evaluation tools, and department rotations; implement the program with summer recreation intern	Support Staff Development & Training	4/30/2027	Administration	Labus
Support the planning and execution of the referendum rollout by November 2026, including participation in planning meetings, assisting with development communication tools/materials, and contributing to community engagement initiatives/events.	Enhance Community & Staff Engagement	11/1/2026	Administration	Administration
Assist in completing the DPRA accreditation checklist, ensuring 100% of assigned sections are completed and documented, and participate in all internal review meetings to verify compliance and readiness.	Support Staff Development & Training	4/30/2027	Administration	Administration
Update the Volunteer Manual and create a clear benefits chart for each volunteer area, ensuring all program areas are represented, and distribute to staff	Enhance Community & Staff Engagement	4/30/2027	Administration	Labus
Transition identified recreation and facility forms to JotForm, and conduct at least two staff training sessions and make forms accessible via the website.	Increase Accessibility & Inclusiveness	1/30/2027	Administration	Labus/Pozner
Successfully implement ePact for all Camp and SPACE programs, ensuring registered participants have completed profiles prior to program start, and provide training to all relevant staff with full compliance during the summer season.	Strengthen Commitment to Exceptional Customer Service	8/1/2026	Administration	Labus/Amato
Develop and implement a standardized formula and tracking tool to identify program net revenue and net loss and apply it to at least three program areas, providing quarterly reports to leadership to support data-driven decision making.	Strengthen Financial Sustainability	4/30/2027	Administration	Labus/Amato
Review the Special Event/ADA checklist and make suggestions to staff for improvements	Increase Accessibility & Inclusiveness	4/30/2027	Administration	Labus/Amato
Develop and implement a strategic partnership with the Skokie Public Library to increase literacy engagement across camp and SPACE programs.	Enhance Community & Staff Engagement	8/30/2026	Administration	Amato
Apply for the American Camp Association Character Grant and Illinois Association of Park Districts Play4Kids Grant to help fund inclusive programming initiatives.	Strengthen Financial Sustainability	10/1/2026	Administration	Amato
Develop, launch, and promote a Summer Event Pass program designed to increase attendance and participant retention at Skokie Park District events while collecting contact information from new users for future marketing and engagement efforts.	Enhance Community & Staff Engagement	8/30/2026	Administration	Amato
Secure lease with MWRD for Channelside South.	Provide First Class Facilities & Parks	6/26/2026	Administration	Tuft
Update Board and Administrative Manual	Support Staff Development & Training	4/30/2027	Administration	Tuft
Oversee the Skokie Water Playground partition installation.	Provide First Class Facilities & Parks	6/1/2026	Aquatics/Dammrich	Gynn/Runkle/Bidstrup
Provide staff training and expectations meeting focused on grounds and facility cleanliness for both pools.	Provide First Class Facilities & Parks	9/1/2026	Aquatics/Dammrich	Runkle/Bidstrup
Personally conduct cleanliness inspection at each pool a minimum of three times a week and document day/time.	Provide First Class Facilities & Parks	9/1/2026	Aquatics/Dammrich	Runkle/Bidstrup
Offer "L"ap Swim Challenge to swimmers.	Enhance Community & Staff Engagement	9/4/2026	Aquatics/Dammrich	Runkle/Bidstrup
Create agendas for each lifeguard inservice.	Support Staff Development & Training	9/2/2026	Aquatics/Dammrich	Runkle/Bidstrup
Develop swim instructor inservices for instructors to receive more consistent training throughout the summer.	Support Staff Development & Training	9/3/2026	Aquatics/Dammrich	Runkle/Bidstrup
Create first day orientation checklist to ensure lifeguards are properly briefed before going on chair.	Support Staff Development & Training	9/4/2026	Aquatics/Dammrich	Runkle/Bidstrup
Revise trainings to ensure customer service and management staff have a strong foundation of Rectrac related knowledge beyond Touch POS.	Support Staff Development & Training	9/5/2026	Aquatics/Dammrich	Bidstrup
Have Aquatics and Special Facilities Manager coordinate with Operations III Aquatics staff on pool startup and shutdown (lead Devonshire Aquatic Center start up).	Support Staff Development & Training	11/1/2026	Aquatics/Dammrich	Runkle/Casiano Jr.
Enhance social media usage (Water safety, RESPECT THE WATER, etc.)	Enhance Marketing & Communications	9/1/2026	Aquatics/Dammrich	Runkle/Bidstrup

Conduct a comprehensive cost analysis of neighboring park district programs, leagues, and field rentals and recommend fee adjustments to ensure Skokie Park District pricing remains competitive, financially sustainable, and aligned with market trends.	Strengthen Financial Sustainability	4/30/2027	Athletics	Evans
Research and implement a digital sign display or communication platform that notifies patrons when the Oakton Pickleball Courts are reserved for rentals, leagues, programs, tournaments, or special events.	Enhance Community & Staff Engagement	4/30/2027	Athletics	Khnanisho
Organize and host a fall pickleball tournament at the Oakton pickleball courts.	Expand Program and Wellness Offerings	10/1/2026	Athletics	Khnanisho
Develop and distribute a community athletics interest survey to identify adult recreation interests, participation barriers, and demand for new programs, leagues, and events.	Enhance Community & Staff Engagement	4/30/2027	Athletics	Evans
Continue to offer staff trainings on Tyler modules.	Support Staff Development & Training	4/30/2027	Business Services	Schmidt, Le
Streamline Accounts Payable process to include online invoice approvals.	Support Staff Development & Training	4/30/2027	Business Services	Le, Traverso
Analyze current monthly credit card processing fees and deliver a recommendation to lower ongoing processing expenses by 10%.	Strengthen Financial Sustainability	4/30/2027	Business Services	Schmidt, Le
Create and implement General Ledger account request form and a staff transfer form to improve efficiency and visibility on action items.	Strengthen Financial Sustainability	11/1/2026	Business Services	Schmidt/Le/Portillo/Catania
Implement and maintain Fixed Assets module in Tyler to track capital projects and expenditures.	Strengthen Financial Sustainability	4/30/2027	Business Services	Schmidt/Le/Hayat
Contingent upon the bond referendum passing, develop and implement a financial readiness plan to ensure all necessary funding mechanisms, budget allocations, and fiscal resources are properly established and in order to support approved capital projects.	Strengthen Financial Sustainability	12/1/2026	Business Services	Schmidt, Le
With IT, train appropriate staff in updating the new SPD app (Athletics, Pools, Golf staff)	Enhance Marketing & Communications	9/30/2026	Communications & Marketing	Bottorff/Pozner/Catania
Lead GO Technology Group migration of the SPD website to a new CMS	Enhance Marketing & Communications	2/26/2027	Communications & Marketing	Bottorff/Pozner/Walker/IT
Lead effort to make SPD website fully accessible and eliminate PDFs	Enhance Marketing & Communications	4/30/2027	Communications & Marketing	Bottorff/Pozner/Walker
Compile analytics reports for social media, QR, google/websites, and RecTrac "how did you hear about us" data	Enhance Marketing & Communications	4/30/2027	Communications & Marketing	Pozner/Gomez
Coordinate new facility and event photo procurement plan	Enhance Marketing & Communications	4/30/2027	Communications & Marketing	Walker/Gomez
Lead the Summer '26 Stand Up Skokie communications campaign and collect data	Enhance Marketing & Communications	8/31/2026	Communications & Marketing	Bottorff/Pozner
Lead proposed and then potential referendum communication efforts	Enhance Marketing & Communications	11/3/2026	Communications & Marketing	Marketing Team
Create a list of accessibility features for all parks & facilities and integrate onto SPD website.	Enhance Marketing & Communications	4/30/2027	Communications & Marketing	Pozner/Guynn
Create online training module about recycling (video presentation with comprehension questions for staff) to increase recycling practices at Devonshire Cultural Center.	Promote Environmental Stewardship & Sustainability	4/30/2027	Devonshire Cultural Center	Robinson
Implement a new strategy to encourage repeat attendance and a new alternative revenue stream for theater productions and gather audience feedback to help improve future experiences. Do a monthly audit of all revenues and expenses.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Devonshire Cultural Center	Goldberg
Create POS Concessions interface to track and sell snacks and beverages at all Devonshire productions, including Concerts in the Park and theatre productions.	Strengthen Financial Sustainability	8/1/2026	Devonshire Cultural Center	Goldberg
Meet the target for the Devonshire Cultural Center 26/27 budget bottom line by reducing expenses in theatre staff hours, add one new revenue generating initiative, and provide monthly monitoring on cost cutting and revenue producing initiatives for programs.	Strengthen Financial Sustainability	4/30/2027	Devonshire Cultural Center	Horwitz
Investigate and propose a working assisted listening system in the theater to better support theater patrons with hearing concerns.	Increase Accessibility & Inclusiveness	4/30/2027	Devonshire Cultural Center	Horwitz/Poulos
Evaluate and present at least two options for a donor recognition feature, such as a donor wall or memorial rock garden, including estimated costs, revenue potential, and implementation recommendations for Emily Oaks Nature Center.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Emily Oaks Nature Center	Hansen

Research and develop a proposal for a natural resources library at Emily Oaks Nature Center, including location recommendations, storage and shelving plans, and a projected budget to support donated book collections.	Enhance Community & Staff Engagement	4/30/2027	Emily Oaks Nature Center	Hansen
Expand the weekly After School Nature Club program to include Park View School and successfully enroll participants in the new program offering.	Expand Program and Wellness Offerings	4/30/2027	Emily Oaks Nature Center	Schaeffer
Create and distribute a quarterly Environmental Action Team newsletter for Skokie Park District staff and board members that highlights environmental initiatives, accomplishments, statistics, and sustainability tips, while identifying and implementing an effective distribution method such as Paycom or other staff communication platforms.	Promote Environmental Stewardship & Sustainability	4/30/2027	Emily Oaks Nature Center	Taira
Collaborate with local environmental organizations including Go Green Skokie, Wild Ones, and Chicago Wilderness to organize and host at least two public educational sessions focused on community green initiatives and environmental stewardship.	Promote Environmental Stewardship & Sustainability	4/30/2027	Emily Oaks Nature Center	Taira
Establish relationships with at least three wholesale vendors and introduce new seasonal and event-based merchandise at the Emily Oaks gift shop to enhance customer experience and increase retail variety.	Strengthen Financial Sustainability	4/30/2027	Emily Oaks Nature Center	Martin
Update and refresh birthday party activities for ages 3-4 by introducing at least two new age-appropriate activity options designed to improve participant engagement and program variety.	Expand Program and Wellness Offerings	4/30/2027	Emily Oaks Nature Center	Taira
Launch at least two new women's focused offerings/outings.	Increase Accessibility & Inclusiveness	9/1/2026	Golf	Hejnowski/Quinlan
Implement monthly sales incentive program for front line staff.	Strengthen Financial Sustainability	6/1/2026	Golf	Hejnowski/Quinlan
Implement staff quarterly meeting feedback surveys.	Enhance Community & Staff Engagement	7/1/2026	Golf	Hejnowski/Quinlan
Develop at least one program or event with a different department.	Enhance Community & Staff Engagement	12/1/2026	Golf	Hejnowski/Quinlan
Have at least one supervisor attend developmental training course.	Support Staff Development & Training	12/1/2026	Golf	Hejnowski/Quinlan
Ensure all front line staff attend customer service training.	Strengthen Commitment to Exceptional Customer Service	9/1/2026	Golf	Hejnowski/Quinlan
Train three staff members to manage key components of golf tournaments.	Support Staff Development & Training	7/1/2026	Golf	Hejnowski/Quinlan
Cross promote at least three special events or programs with other facilities.	Enhance Marketing & Communications	12/1/2026	Golf	Hejnowski/Quinlan
Have at least one additional employee obtain their pesticide applicator License.	Support Staff Development & Training	7/1/2026	Golf	Savoie
Expand Bunker on 8th green.	Provide First Class Facilities & Parks	8/1/2026	Golf	Savoie
Provide oversight of structure roofing replacement at Sports Park.	Provide First Class Facilities & Parks	7/1/2026	Golf	Guynn/Hejnowski/Quinlan
Provide oversight of structure painting project at Sports Park.	Provide First Class Facilities & Parks	6/1/2026	Golf	Guynn/Hejnowski/Quinlan
Provide oversight of putting green installation at Sports Park.	Provide First Class Facilities & Parks	7/1/2026	Golf	Guynn/Hejnowski/Quinlan
Oversee mini golf fencing repairs/restoration at Sports Park.	Provide First Class Facilities & Parks	10/1/2026	Golf	Guynn/Hejnowski/Quinlan
Oversee netting replacement project at Weber Park Golf Course.	Provide First Class Facilities & Parks	11/1/2026	Golf	Guynn/Hejnowski/Quinlan
Develop Standard Operating Procedures (SOP) for events that the Safety Manager will attend.	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	Green
Complete digital transition for all incident reporting forms to streamline access and reporting metrics.	Improve Safety & Infrastructure	8/1/2026	Human Resources/Safety	Green
Develop, launch, and maintain annual safety training calendar with training materials for district wide use.	Support Staff Development & Training	3/16/2027	Human Resources/Safety	Green
Work with the Village of Skokie Emergency Coordinator, with the goal to improve community disaster plan coordination.	Improve Safety & Infrastructure	1/31/2027	Human Resources/Safety	Green
Rollout Standard Response Plan with updated Emergency Action Plan.	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	Green

Enhance understanding of FMLA and Short-Term Disability by attending classes and seminars.	Support Staff Development & Training	4/30/2027	Human Resources/Safety	JahJah
Develop a Standard Operating Procedure (SOP) for Human Resource and Payroll Coordinator responsibilities.	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	JahJah
Identify and streamline manual, time-intensive payroll processes to improve efficiency and accuracy.	Improve Safety & Infrastructure	4/30/2027	Human Resources/Safety	JahJah
Develop and maintain standardized employee training schedules and materials to ensure compliance with PDRMA, DOL, DPRA, and all applicable state and federal requirements.	Support Staff Development & Training	9/1/2026	Human Resources/Safety	Stonitsch
Develop and maintain standard operating procedures (SOPs) for all HR functions and processes.	Support Staff Development & Training	12/31/2026	Human Resources/Safety	Stonitsch
Develop and implement an IMRF eligibility review process, including an audit of current IMRF-eligible employees and a monthly notification system to help supervisors monitor and manage employee eligibility.	Strengthen Financial Sustainability	10/1/2026	Human Resources/Safety	Stonitsch
Develop a standardized onboarding and offboarding processes to ensure clear and timely communication with all applicable departments, completion of required trainings, and employee preparedness.	Support Staff Development & Training	9/1/2026	Human Resources/Safety	Stonitsch
Reintroduce a structured mentorship program for new employees to enhance onboarding, engagement, and retention.	Support Staff Development & Training	2/1/2027	Human Resources/Safety	Stonitsch
Create and administer an annual employee survey to assess employee satisfaction and identify areas for improvement.	Support Staff Development & Training	8/1/2026	Human Resources/Safety	Stonitsch
Evaluate and align part-time and full-time pay schedules by consolidating them into a single standardized timeline.	Improve Safety & Infrastructure	12/31/2026	Human Resources/Safety	Stonitsch
Create online registration platform for SPACE via WebTrac.	Increase Accessibility & Inclusiveness	5/31/2026	Oakton Center/Exploratorium	Tyler/Fletcher
Restructure Exploratorium birthday party offerings and weekend public hours, including fee structure, to increase capacity and revenue, measured by increasing the number of available party bookings from 10 to at least 14 per weekend and generating increased revenue compared to the previous year.	Provide First Class Facilities & Parks	1/1/2027	Oakton Center/Exploratorium	Mergler
Redesign and upgrade the transportation exhibit in the Exploratorium to create a more engaging, interactive, and developmentally appropriate play experience for children.	Provide First Class Facilities & Parks	4/30/2027	Oakton Center/Exploratorium	Mergler
Implement new MNASR liaison role for the 2026 camp season. This new role will improve communication and efficiency, measured by documented procedures and staff understanding of roles.	Increase Accessibility & Inclusiveness	1/30/2027	Oakton Center/Exploratorium	Hurwitz/Fletcher
Create and distribute an afterschool club survey to gather feedback from participants and families, so that future programming better meets their interests, measured by survey responses and use of results to inform program planning.	Strengthen Commitment to Exceptional Customer Service	4/20/2027	Oakton Center/Exploratorium	Hurwitz
Oversee ballfield sideline repairs at Lyon Park.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hallm/Gottschalk
Oversee implementation of ADA audit remediations.	Increase Accessibility & Inclusiveness	4/30/2027	Park Services	Guynn
Oversee the implementation of the landscape, operations, and horticulture department's battery powered equipment conversions and electrical infrastructure improvements.	Promote Environmental Stewardship & Sustainability	7/1/2026	Park Services	Guynn/Hallm/Hacker
Oversee the installation of drainage in the Devonshire Cultural Center preschool grass area.	Provide First Class Facilities & Parks	7/1/2026	Park Services	Hallm/Gottschalk
Oversee installation of native bed at Lauth Park.	Promote Environmental Stewardship & Sustainability	9/1/2026	Park Services	Hallm/Riely
Complete sign bed renovations at Devonshire(all), Lorel, Lyon, Sequoia, and Tennis Center.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hallm/Gottschalk
Conduct "Safety Bites" for Horticulture and Landscape staff.	Support Staff Development & Training	4/30/2027	Park Services	Gottschalk
Oversee shelter flooring and partition improvements at Central and Terminal parks.	Provide First Class Facilities & Parks	6/1/2026	Park Services	Guynn/Hacker
Oversee outdoor water fountain replacements (3) at Oakton Park.	Provide First Class Facilities & Parks	9/1/2026	Park Services	Hacker/Lechowicz
Oversee Dammrich Rowing Center/Channelside Park /Devonshire Park asphalt project.	Provide First Class Facilities & Parks	10/1/2026	Park Services	Guynn/Hacker

Oversee concrete deck repairs/fencing improvements at both pools	Provide First Class Facilities & Parks	6/1/2026	Park Services	Guynn/Hacker
Oversee boiler replacement at Devonshire Cultural Center.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hacker/Lechowicz
Oversee classroom heater replacement at Devonshire Cultural Center.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Hacker/Lechowicz
Oversee the Emerson Park playground replacement.	Provide First Class Facilities & Parks	7/15/2026	Park Services	Guynn
Oversee Emerson Park grant reporting.	Strengthen Financial Sustainability	8/1/2026	Park Services	Guynn
Oversee DCEO grant reporting-Gless courts.	Strengthen Financial Sustainability	4/30/2027	Park Services	Guynn
Oversee DCEO grant reporting-Gless playground equipment.	Strengthen Financial Sustainability	4/30/2027	Park Services	Guynn
Oversee Gleiss Park playground/park renovation.	Provide First Class Facilities & Parks	5/15/2026	Park Services	Guynn/Hacker/Hallm
Oversee Lyon Park playground/park renovation.	Provide First Class Facilities & Parks	6/1/2026	Park Services	Guynn/Hacker/Hallm
Oversee Lockwood Park playground planning.	Provide First Class Facilities & Parks	2/1/2027	Park Services	Guynn
Oversee Shawnee Park playground planning.	Provide First Class Facilities & Parks	2/1/2027	Park Services	Guynn
Oversee Lauth tennis court replacement planning.	Provide First Class Facilities & Parks	3/1/2027	Park Services	Guynn
Oversee Main-Hamlin tennis court replacement planning.	Provide First Class Facilities & Parks	3/1/2027	Park Services	Guynn
Oversee Oakton Community Center 2nd floor painting project.	Provide First Class Facilities & Parks	11/1/2026	Park Services	Guynn/Hacker/Lechowicz
Oversee Tot Learning Center exterior repairs and painting project.	Provide First Class Facilities & Parks	10/1/2026	Park Services	Guynn
Offer three events for dogs and owners.	Expand Program and Wellness Offerings	4/1/2027	Pooch Park	Bidstrup
Collaborate with the party host team to create, test, and implement a customer feedback survey for birthday party rentals to evaluate the booking process, party host performance, and overall guest satisfaction with Skatium party operations.	Enhance Community & Staff Engagement	4/30/2027	Skatium	Luecke
Promote practice ice and public skate opportunities through targeted marketing efforts and increase average weekly attendance by tracking participation numbers and identifying growth trends throughout the season.	Strengthen Financial Sustainability	11/1/2026	Skatium	Hathaway
Develop and launch either an Adult or Adaptive Theatre on Ice team by establishing program structure, recruiting participants, and holding at least one regular team practice or performance opportunity.	Increase Accessibility & Inclusiveness	10/30/2026	Skatium	Hathaway
Develop and implement a consistent waiver collection policy and procedure for all non-RecTrac activities, including rentals, parties, and contracted ice programs, to improve compliance and risk management.	Improve Safety & Infrastructure	10/5/2026	Skatium	
Coordinate upgrades to the party room, including improvements of tables, window shades, TV equipment, paint, microwaves and flooring to enhance guest experience and facility appearance.	Provide First Class Facilities & Parks	9/1/2026	Skatium	
Expand yoga offerings to include at least three chair yoga sessions or other yoga styles specifically geared toward Active Adults.	Expand Program and Wellness Offerings	3/1/2027	Skokie Heritage Museum	England
Launch a publicly accessible online collections portal featuring at least 500 fully digitized, cataloged, and searchable historical photographs to improve community access to Skokie history resources.	Increase Accessibility & Inclusiveness	4/30/2027	Skokie Heritage Museum	England
Partner with Downtown Skokie Merchants Collaborative for Dine-in Movie on Brown St. July 16, Skokie Heritage Day in September, and the Cookie Walk in December.	Enhance Community & Staff Engagement	12/31/2026	Skokie Heritage Museum	England
Complete at least five oral history interviews in full (recorded, edited, supplemental materials digitized, transcription created and reviewed by two volunteers, interviewee approval obtained, and everything cataloged).	Enhance Community & Staff Engagement	4/30/2027	Skokie Heritage Museum	Guthrie

Explore languages represented in the classroom to support multilingual development and cultural awareness by teaching the children how to count from 1-5 in the different languages during daily circle time. Make a multi-cultural quilt or mural for display.	Expand Program and Wellness Offerings	2/28/2027	Tot Learning Center	Ferguson/Bravo
Increase family engagement and strengthen home-school connections by implementing weekly take-home learning experiences through Ella's Fun Bag and Zoey the Zebra. Two students per week will participate in an interactive family activity that encourages parent involvement through shared experiences, photos, and written reflections. Success will be measured by providing each child with at least two opportunities to participate during the school year and creating two classroom memory books documenting family participation and learning experiences.	Expand Program and Wellness Offerings	4/30/2027	Tot Learning Center	Ferguson/Bravo
Implement at least three new marketing strategies to increase overall Tot Learning Center enrollment by at least 5% compared to the previous year.	Enhance Marketing & Communications	4/30/2027	Tot Learning Center	Khan
Develop and implement a structured infant waitlist and enrollment tracking system to improve organization and ensure families are contacted within 48 hours of available openings.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Tot Learning Center	Khan
Based on findings, develop and deliver a 30-minute recycling training session for all staff, including custodians, with a follow-up check-in to assess improvement in recycling practices.	Promote Environmental Stewardship & Sustainability	4/30/2027	Weber Center/Fitness First	Bontly/Thompson
Increase participation in Fun Runs by 20% by introducing at least one new themed or rebranded event, enhancing promotion strategies, and collecting participant feedback after each event to guide future improvements.	Enhance Community & Staff Engagement	10/30/2026	Weber Center/Fitness First	Bever
Launch a pilot retail and/or vending program (e.g., drinks, snacks, fitness accessories) at the fitness center, and evaluate profitability and member satisfaction.	Strengthen Commitment to Exceptional Customer Service	4/30/2027	Weber Center/Fitness First	Bever
Revamp Tiny Tots Open Gym by introducing at least one theme day per month or partnering with vendors to run a mini class.	Expand Program and Wellness Offerings	4/30/2027	Weber Center/Fitness First	Kasper
Develop a handbook for Building Supervisor staff, along with retraining and verification of all job duties.	Support Staff Development & Training	4/30/2027	Weber Center/Fitness First	Bontly/Thompson
Expand program offerings by providing specialty classes immediately following camp as convenient daily extension options at multiple camp locations.	Expand Program and Wellness Offerings	4/30/2027	Weber Center/Fitness First	Kasper
Evaluate all group exercise classes by analyzing attendance, cost, and member feedback, and implement a revised schedule that improves average class attendance and reduces underperforming classes. Pilot at least one new or trending class per quarter.	Expand Program and Wellness Offerings	4/30/2027	Weber Center/Fitness First	Bever
Update volunteer manual and retrain staff on volunteer requirements.				

2025-26 Goals

1. Enhance Community and Staff Engagement	Facility or Department Goal	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Complete district-wide survey and incorporate into comprehensive plan	Tuft	9/1/2025	Completed
	Utilizing consultant, receive feedback from stakeholders (via Zoom) and the general public (at Festival of Cultures) regarding the district's comprehensive plan.	Tuft	6/1/2025	Completed
	Utilizing a consultant, complete community wide survey.	Tuft	8/1/2025	Completed
	Hire referendum consultant to determine if the public would support a referendum to develop Sports Park East and Channelside South.	Tuft	10/1/2025	Completed
	Utilizing consultant, engage the public regarding possible development at Channelside South	Tuft	10/1/2025	Completed
	Plan quarterly staff parties, one per season	Gualano	5/1/2026	Completed
AQUATICS	Offer "World's Largest" Swim lesson to Skokie Park District's summer campers to promote water safety and drowning awareness.	Runkle/Bidstrup	8/1/2025	Completed
	Offer two staff team building outings per year.	Runkle/Bidstrup	1/1/2026	Completed
BUSINESS SERVICES	Provide Tyler Technology internal trainings.	Le/Schmidt/Portillo/Hyatt	10/1/2025	Completed
DEVONSHIRE CULTURAL CENTER	Actively participate in the Skokie Arts Commission by sending one delegate to each monthly meeting. Engagement with the Commission will support the development of new program offerings and foster collaboration with community partners.	Horwitz	4/1/2026	Completed.
	Work with the Preschool Parent Committee to create a community informational night, including awareness of early childhood programs.	Carr	5/1/2025	Completed
	Invite five local schools to attend a Thin Ice technical rehearsal aiming to secure at least 100 student attendees to generate additional revenue and community involvement.	Goldberg	4/1/2026	Completed
EMILY OAKS NATURE CENTER	Continue to work with the seven local school districts to expand programming by developing two additional field trip activities to match their needs based on FY 24/25 survey results. Increase participation by 5% over the course of the next school year.	Schaeffer	4/30/2026	Completed
	Provide an opportunity for families to engage in the Land Management efforts by offering two (fall and spring) family workdays in cooperation with the Land Management team. The workdays will be geared towards families with children 9-14 years old and will involve helping to remove invasive species and doing trail maintenance.	Taira	4/30/2026	Completed
	Attend the monthly meetings of Go Green Skokie, a citizen organization whose mission is "to support, educate, and advocate for environmentally sustainable action in Skokie." Attend the Village of Skokie Sustainable Environmental Advisory Commission (SEAC) whose purpose is "to be a resource for the Mayor and Board of Trustees, informing them how their actions and policies may impact the Village of Skokie on an environmental basis." Participate in and represent the Skokie Park District at these meetings with the goals of sharing information, supporting initiatives, and forming liaisons. Report to the SPD Environmental Action Team on agenda items for both groups. Attend at least 75% of the Go Green Skokie monthly meetings and 75% of the SEAC bimonthly meetings.	Hansen	4/30/2026	Moved to FY 26/27.
GOLF	Hold golf staff team building activity.	Hejnowski/Quinlan	9/1/2025	Completed
SKOKIE HERITAGE MUSEUM	Collaborate with Downtown Merchants for the Skokie Heritage Day in September and their annual Cookie Walk in December to coincide with the Firehouse Winterfest.	England	12/31/2025	Completed
	Collaborate with Skokie Public Library and Skokie Historical Society on the time capsule project and related programs for the opening and collection of new materials for the next time capsule.	England	12/31/2025	Completed
SKATIUM ICE ARENA	Prepare a customer satisfaction survey for concessions.	von Helms	3/1/2026	Completed
PARK SERVICES	Provide spring bulbs to the public as a giveaway event	Hallm	6/1/2025	Completed
OAKTON COMMUNITY CENTER	Strengthen relationship between SPACE and school district staff through quarterly check-in meetings at all school districts.	Tyler	4/1/2026	Completed
	Offer a re-opening event at the Exploritorium to highlight facility updates such as the addition of the tiny town and new playground structure.	Mergler	1/30/2026	Completed

TOT LEARNING CENTER	Increase parental involvement in the Pre-K classroom by offering families the opportunity to sign up and read a book during story time. This new offering will be call 'Celebrity Reader' and will be offered two times each month, beginning June 2025 through April 2026.	Howd/Redzovic	4/1/2026	Completed
	Enhance parent-teacher engagement by organizing two family outings with staff, at kid-friendly restaurants.	Daniel/Fatima	9/1/2025	Completed
HUMAN RESOURCES	Rollout discussion forms in Paycom.	Gualano/JahJah	10/1/2025	Completed
	Complete compensation and classification survey.	Gualano	9/1/2025	Completed
SAFETY	Build and rollout Safety Central on intranet.	Green	12/1/2025	Completed
WEBER LEISURE CENTER	Establish a Wellness Committee with at least five staff members representing various departments. Plan and launch one wellness challenge or experience per quarter (e.g., fitness challenge, mindfulness workshop, healthy eating initiative) for employees, with a minimum participation rate of 20-25% of full-time staff each quarter.	Bever	10/31/2025	Completed

2. Increase Accessibility and Inclusiveness	Facility or Department Goal	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Complete an ADA audit.	Guynn	4/30/2026	Completed
	Develop and implement an ADA compliance checklist and audit plan for staff to evaluate events and programs.	Labus/Amato	4/30/2026	Completed
	Install welcome signs in various languages in all facilities	Amato/Pozner	7/1/2025	Completed
	Establish a comprehensive language access program for park district staff, including a translation services contract, staff training, and enhanced customer service support.	Amato	4/30/2026	Completed
AQUATICS	Work with M-NASR to increase awareness and attendance for sensory events.	Runkle/Bidstrup	8/1/2025	Completed
	Create an accessible concrete walkway and party area at the Devonshire Aquatic Center.	Guynn	7/1/2025	Completed
	Work with M-NASR to provide inclusion training to pool managers.	Runkle/Bidstrup	8/1/2025	Completed
DAMMRICH ROWING CENTER	Develop new boat arrangement plan.	Guynn/Runkle	11/1/2025	Completed
DEVONSHIRE CULTURAL CENTER	Offer 1-2 culturally significant art classes - culinary class, event, or art display each season.	Robinson	4/1/2026	Completed
	Offer and implement Queer Clothing Swap in October 2025.	Carr	10/1/2025	Completed
EMILY OAKS NATURE CENTER	Promote inclusion in Emily Oaks camp programs by equipping all camp directors with "buddy bags" that include noise cancelling headphones, fidgets, behavioral health supports like meditation and relaxation cards, and visual schedules. Throughout the year, these bags can also be available to trail visitors.	Schaeffer	6/30/2025	Completed
	Investigate the feasibility, including cost and storage, of adding a wheelchair at Emily Oaks Nature Center that could be taken on the trails to increase accessibility to patrons.	Martin	4/30/2026	Completed
	Offer a neurodiversity inclusive family program, specifically a bird-themed Neurodiverse Nature Trail that, among other activities, uses various tools to assist individuals with sensory processing differences while teaching them about birds and birding.	Taira	4/30/2026	Completed
GOLF	Complete grass tee expansion (allow grass to grow).	Savoie/Hejnowski	8/1/2025	Completed
	Add new accessible walk behind the concrete tees.	Guynn	6/1/2025	Completed
PARK SERVICES	Improve concrete walkways at Devonshire, Oakton, Schack, Pawnee, Lorel, Hamlin, Gross Point, Channelside, Laramie, Emerson, and Tot Learning Center.	Guynn	6/1/2025	Completed
	Repave asphalt path at Devonshire Park.	Guynn	9/1/2025	Completed
	Address concrete/brick issues at Onondowa'ga Park and incorporate new play equipment with accessible features and amenities.	Guynn	6/1/2025	Completed
	Address concrete/brick issues at Terminal Park and incorporate new play equipment with accessible features and amenities.	Guynn	6/15/2025	Completed
	Address concrete/brick issues at Lee-Wright Park and incorporate new play equipment with accessible features and amenities.	Guynn	7/1/2025	Completed
	Address concrete/brick issues at Lauth Park and incorporate new play equipment with accessible features and amenities.	Guynn	6/1/2025	Completed
TOT LEARNING CENTER	Make all families feel included by acknowledging diverse holidays. A holiday calendar will be created and teachers will create lesson plans around each holiday. Lesson plans will include reading books on the holiday and creating art projects.	Ferguson/Saliba	4/1/2026	Completed
	Create a center-wide bulletin board to highlight the staff at Tot Learning Center and the various languages spoken amongst them.	Howd/Redzovic	12/1/2025	Completed
	Research offering music enrichment classes and sign language classes to Preschool and Pre-K classrooms throughout the year. Depending on costs, offer bi-monthly or monthly programs.	Khan	1/1/2026	Completed
	Design and decorate the lobby to reflect the various cultural holidays celebrated by families, promoting inclusivity and cultural awareness throughout the year.	Daniel/Fatima	4/1/2026	Completed

3. Expand Program and Wellness Offerings	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ATHLETICS	Expand Table Tennis offerings by adding a seasonal Table Tennis tournament (one per season) and adding a Youth Table Tennis Tournament.	Khnanisho	4/30/2026	Completed
AQUATICS	Implement parent/tot water orientation class for Summer 2025.	Runkle/Bidstrup	8/30/2025	Completed
	Work with District 219 to expand swim lessons and open swim offerings during the school year.	Runkle/Bidstrup	4/30/2026	On Track
DEVONSHIRE CULTURAL CENTER	Add one new birthday party offering to serve a younger population of patrons with the goal of hosting at least three parties of this type by spring 2026.	Robinson	4/1/2026	Completed
EMILY OAKS NATURE CENTER	Expand marketing of the new Emily Oaks school field trip activity, Nature Journaling, to three local high schools, focusing on classes and clubs that have previously not been catered or marketed to. This will be accomplished through targeted emails and in-person outreach with the goal of booking at least five new field trip groups over the school year.	Schaeffer	4/30/2026	Completed
	Develop and implement a Monarch Butterfly Migration special event fund-raiser at with a goal of exceeding costs by a minimum of 30%.	Martin	9/30/2025	Completed
GOLF	Hold mini-golf tournament at Sports Park	Hejnowski	8/30/2025	Completed
PARK SERVICES	Encourage staff participation in the Parks and Rec Steps Challenge and try to average more than 85,860 (last year's average) steps as a team.	Guynn	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Offer after school clubs to District 73.	Hurwitz	4/1/2026	Canceled
	Modify holiday events, Kooky Spooky Candy trail and North Pole Express by offering different entertainment and redesign the event offerings to increase customer satisfaction.	Mergler	4/1/2026	Completed
	Increase Exploritorium birthday party availability by offering parties on Friday evenings.	Mergler	4/1/2026	Completed
SKATIUM ICE ARENA	Expand the hockey program's offerings by introducing at least two new initiatives aimed at enhancing physical wellness and player development. These initiatives will include a weekly off-ice conditioning program to improve strength and agility, as well as a specialized skills clinic focusing on skating, puck handling, and shooting. Success will be measured by a 20% increase in participation and an 85% satisfaction rate based on feedback from players and their families.	Heisner	4/30/2026	Completed
TOT LEARNING CENTER	Research and plan 2-4 educational field trips for 3-5 year olds.	Moran/Faheem	4/1/2026	Completed
WEBER LEISURE CENTER	Introduce and demonstrate three simple stretching exercises for maintenance staff to complete before each shift.	Bontly/Rizzo/Thompson	7/1/2025	Canceled
	Actively encourage all maintenance/custodial staff to participate in the Parks and Rec Trek competition during fall 2025, aiming for at least 50% maintenance/custodial staff participation.	Bontly/Rizzo/Thompson	10/1/2025	Completed
	Successfully plan and run a summer late-night adult 3-on-3 basketball tournament with a minimum of four registered teams.	Kasper	9/1/2025	Canceled
	Develop a tournament framework for adult volleyball, basketball, and cornhole events.	Kasper	11/30/2025	Canceled

4. Support Staff Development and Training	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Develop a succession plan for the Athletic Department.	Labus	8/1/2025	Completed
	Implement onboarding/offboarding checklist for full-time and part-time staff.	Labus/Gualano	4/1/2026	Moved to FY 26/27
	Design and implement a new staff evaluation tool and research compensation strategies.	Gualano/Tuft	2/1/2026	Completed
	Develop and implement an annual staff planning and project calendar.	Labus/Amato	9/30/2025	Completed
	Update board and administrative Manual.	Tuft	9/1/2025	Moved to FY 26/27
	Hold Board Workshop to review board manual.	Tuft	10/1/2025	Cancelled
AQUATICS	Develop Head Lifeguard program to ease new lifeguards into the position and correct improper skill techniques sooner.	Runkle/Bidstrup	8/30/2025	Completed
	Conduct mid-season training for late hires.	Runkle/Bidstrup	8/30/2025	Cancelled
ATHLETICS	Hold four seasonal meetings with the Racquet Sports staff to generate new ideas and review procedures, customer service guidelines, and safety protocols.	Khnanisho	4/30/2026	Completed
BUSINESS SERVICES	Provide continued Tyler Technogy trainings to ensure staff understand the new system.	Le/Portillo/Hyatt/Schmidt	10/1/2025	Completed
INFORMATION TECHNOLOGY	Establish, analyze and improve overall ticketing system metrics.	Catania/Marta	9/1/2025	Completed
	Implement advanced analytics and deploy analytics tools and train staff to interpret data.	Catania/Marta	12/1/2025	Cancelled
DEVONSHIRE CULTURAL CENTER	Send select theatre staff to the National Community Theatre Conference to network and explore the opportunities for theatre competition.	Horwitz/Goldberg	6/1/2025	Completed
EMILY OAKS NATURE CENTER	Provide leadership of the Environmental Action Team (EAT) with a minimum of six, regularly scheduled meetings planned for the year, and train the returning and new team members from each facility and/or department on the Environmental Policy and the relevance to their facilities and programming. Train a co-coordinator to share the leadership and potentially take over coordination of EAT in the future.	Hansen	4/30/2026	Completed
	Provide three all-staff training events/opportunities to reacquaint staff with recycling requirements, cleaning product purchasing and use, and ways to minimize use of energy and water. Additional topics can be addressed if time permits, including landscaping with native plants and food composting for rental events. Training may take place at monthly Staff Announcements, individual facility meetings, and district-wide functions.	Hansen	4/30/2026	Completed
SKOKIE HERITAGE MUSEUM	Develop volunteer program benefits and recognition program, and further refine and finalize volunteer onboarding process, manual, and training materials.	Guthrie	4/1/2026	Completed
PARK SERVICES	Develop promotion trajectory for Park Services division.	Gualano/Guynn	12/1/2025	Completed
	Offer a parks safety training day.	Guynn	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Train all Oakton staff, full-time and part-time, in new EAP practices and active shooter trainings.	Fletcher	4/1/2026	Completed
	Train maintenance staff on best practices and safety.	Gaudet	4/1/2026	Canceled
TOT LEARNING CENTER	Improve the onboarding experience for new staff by ensuring consistent and class-specific information is covered with each new hire. Create a tailored onboarding checklist for each classroom.	Khan	4/1/2026	Canceled
	Bring in a trainer on inclusion during a staff development day.	Dinkha/Salcido	2/1/2026	Completed
	Improve the onboarding experience for new staff, ensuring new staff are better prepared and more efficient from day one. Collect the classroom-specific information for the new onboarding checklist.	Ferguson/Saliba	4/1/2026	Canceled

5. Improve Safety and Infrastructure	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Develop and plan a memorial feature at Pooch Park.	Tuft/Bidstrup	5/1/2026	Cancelled
	Develop concepts for development of Channelside South.	Tuft/Labus/Guynn	1/1/2026	Completed
	Secure lease with MWRD for Channelside South.	Tuft	12/1/2025	Moved to FY 26/27
HUMAN RESOURCES/SAFETY	Update volunteer manual and retrain staff on volunteer requirements.	Gualano/Green	12/1/2025	Moved to FY 26/27
	Convert Material Safety Data Sheets to electronic.	Green	2/1/2026	Completed
	Rollout new Emergency Action Plans (EAP) and implement emergency alert system district-wide.	Green	11/1/2025	Completed
	Complete waiver updates district wide.	Green	10/1/2025	Completed
AQUATICS	Offer CPR and First Aid classes to non-lifeguard staff.	Runkle/Bidstrup	8/30/2025	Completed
	Introduce internal lifeguard audit program and revise daily Vigilance Awareness Testing protocols.	Runkle/Bidstrup	8/30/2025	Completed
	Install the new party area at Devonshire Aquatic Center that includes a concrete pad, shade structure and picnic tables.	Guynn	6/1/2025	Completed
EMILY OAKS NATURE CENTER	Repair masonry.	Labus/Hanson	11/1/2025	Completed
	Repair fireplace.	Labus/Hanson	11/1/2025	On hold
	Repair greenhouse.	Guynn/Hanson	11/1/2025	Completed
GOLF	Add netting on both sides of the range to protect concrete tee patrons and grass tee patrons.	Guynn	6/1/2025	Completed
	Add concrete tee area and expand number of Trackman units from 5 to 13.	Guynn	6/1/2025	Completed
	Install the new permanent shelter.	Guynn	6/1/2025	Completed
	Add new errant ball/stay out of water signs on mini golf courses.	Hejnowski	6/1/2025	Completed
SKOKIE HERITAGE MUSEUM	Work with outside vendor(s) with expertise in historic preservation to review historic structures' needs and put together comprehensive plan with proposed timeline, budget, and potential funding sources to address immediate needs, plus a maintenance plan for each building to better address ongoing and long-term needs.	England	4/1/2026	Completed
OAKTON COMMUNITY CENTER	Use PDRMA videos to train maintenance staff quarterly.	Gaudet	4/1/2026	Canceled
	Pass all facility inspections with zero major violations.	Gaudet	4/1/2026	Canceled
	Complete the installation of the new "Tiny Town" exhibit.	Guynn	6/1/2025	Completed
	Complete the removal and replacement of the tubes and tunnels indoor playground.	Guynn	11/1/2025	Completed
	Renovate 1st and 2nd floor bathrooms at Oakton.	Guynn	4/30/2026	Completed
PARK SERVICES	Replace the Gleiss Park tennis courts and fencing.	Guynn	11/1/2025	Completed
	Replace the Lorel Park tennis court and fencing.	Guynn	11/1/2025	Completed
	Complete renovation of Oakton Pickleball room.	Guynn/Labus	11/1/2025	Completed
	Complete the parking lot repaving and repairs at the Oakton Park main and south lots.	Guynn	11/1/2025	Completed
	Oversee the roof replacement at Skokie Water Playground.	Guynn	6/1/2025	Completed
	Complete the bathhouse partition replacements at Devonshire Aquatic Center.	Guynn	6/1/2025	Completed
	Continue the cyclical classroom heater replacement at Devonshire.	Hacker	12/1/2025	Completed
	Complete the Devonshire hallway and vestibule flooring replacement and bathroom renovations.	Guynn	2/1/2025	Completed
	Oversee the Oakton Building Automation System (BAS) replacement.	Hacker	6/1/2025	Completed
	Repave Skokie Park Tennis Center east parking lot.	Guynn	11/1/2025	Completed
Repave Devonshire north parking lot, pathway system and basketball courts.	Guynn	11/1/2025	Completed	

	Repave Terminal basketball courts.	Guynn	11/1/2025	Completed
	Repave Shawnee basketball courts.	Guynn	11/1/2025	Completed
	Repave Shabonee basketball courts.	Guynn	11/1/2025	Completed
	Begin planning and replacement of the Lyon Park playground and amenities.	Guynn	4/1/2026	Completed
	Begin planning and replacement of Gleiss Park playground and amenities.	Guynn	4/1/2026	Completed
SKATIUM ICE ARENA	Facilitate staff training to improve safety. Offer and lead yearly staff training in ammonia safety protocols and Emergency Action Plan.	von Helms	4/30/2026	Completed
WEBER LEISURE CENTER	Complete removal and replacement of indoor track surfacing.	Guynn	8/1/2025	Completed
	Review and translate custodial staff employee documents (operational and safety) into Spanish. Ensure that all translated documents are reviewed for accuracy by a native Spanish speaker and are accessible to all staff members.	Bontly	1/1/2026	Completed
TOT LEARNING CENTER	Conduct weekly outdoor inspections, including removing weeds and raking woodchips and sand boxes.	St. John	4/1/2026	Completed
INFORMATION TECHNOLOGY	Upgrade security protocols. Strengthen cybersecurity measures for internal systems and train IT staff.	Catania/Marta	11/1/2025	Completed
	Continue the implementation of Multi Factor Authentication System.	Catania/Marta	11/1/2025	Completed
	Continue upgrades to Windows 11.	Catania/Marta	11/1/2025	Completed

6. Strengthen Financial Sustainability	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ATHLETICS	Implement a streamlined and digitized system for scheduling, tracking, and payment of officials.	Labus/Kasper	9/1/2025	Completed
AQUATICS	Implement inventory tracking system for concession stands at both pools.	Runkle/Bidstrup	9/1/2025	Completed
BUSINESS SERVICES	Complete bank reconciliations in a timely manner.	Schmidt/Portillo	4/30/2026	Ongoing
	Successfully finish district audit.	Schmidt/Le/Portillo	9/1/2025	Completed
	Successfully transition to Tyler Tech.	Schmidt/Le/Portillo	10/1/2025	Completed
	Provide monthly financials in a timely manner.	Portillo	4/30/2026	Completed
DEVONSHIRE CULTURAL CENTER	Improve revenues and reduce costs by enhancing the theatre volunteer program, exploring alternative funding sources (e.g., grants and fundraising), monitoring production expenses, and developing detailed production budget reports.	Horwitz/Amato	4/1/2026	Completed
	Host two preschool fundraisers throughout the school year. The fundraising will support the end-of-year parties.	Carr	4/1/2026	Completed
	Hold quarterly financial review meetings with all full-time staff to monitor revenue and expense trends, ensuring alignment with budgetary goals and promoting financial accountability.	Horwitz	4/30/2026	Completed
PARK SERVICES	Complete \$115,000 DCEO grant Weber track replacement project.	Guynn	4/1/2026	Completed
	Complete \$100,000 DCEO grant Lockwood sports courts.	Guynn	4/1/2026	Completed
	Complete \$185,000 DCEO grant for Ondondowa'ga Park renovation.	Guynn	4/1/2026	Completed
	Complete \$100,000 DCEO grant for Peccia playground.	Guynn	4/1/2026	Completed
	Complete \$100,000 DCEO grant for Gleiss Park tennis courts replacement.	Guynn	4/1/2026	Underway
	Complete \$500,000 Federal Community Project Funding Grant project for Lauth, Lee-Wright and Terminal Parks renovations.	Guynn	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Conduct quarterly budget reviews for the Active Adult program to ensure accurate expense tracking and provide reliable data for future budget planning. This will support the program's progress toward achieving a break-even financial status each fiscal	Gorelick	4/1/2026	Completed
	Hold quarterly financial review meetings with all full-time staff to monitor revenue and expense trends, ensuring alignment with budgetary goals and promoting financial accountability.	Fletcher	4/1/2026	Completed
	Evaluate the increasing cost of snacks at the SPACE program in relation to parent demand by researching whether other park districts offer snack programs. Incorporate a question into the end-of-year parent survey to assess the importance of the snack offering and gauge openness to its potential discontinuation.	Tyler	4/1/2026	Completed
SKATIUM ICE ARENA	Seek out sponsorship opportunities and raise \$10,000 in funds through donations and events to support Symmetry Ice Theatre and set up a scholarship fund to pay for skater fees.	Hathaway	4/30/2026	Completed (less than \$10,000)
	Increase the revenue of the hockey program by raising at least \$3,000 through a combination of growing participation and revenue from the golf outing and online merchandise store. This will be achieved by increasing the number of players at each level by 5%, generating additional registration fees, raising funds through the golf outing with at least 20 participants and growing merchandise sales by 15%. Success will be measured by meeting the fundraising goal and securing at least 20 participants for the golf outing, as well as tracking merchandise sales, aiming for an 85% satisfaction rate from event participants and customers.	Heisner	4/30/2026	Canceled
WEBER LEISURE CENTER	Evaluate newly created inventory system on September 1 and February 1, to achieve purchasing on quarterly basis, with minimum quantities in stock. Update the minimum requirements to ensure three months of products are in stock at all times. Adjust the quarterly orders based on the evaluations of the inventory control.	Bontly/Rizzo/Thompson	4/1/2026	Canceled

7. Enhance Marketing and Communications	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Create a district-wide facility rental and birthday party request form that includes the alcohol policy.	Labus/Pozner	8/30/2025	Underway
	Create a marketing plan to promote the new Oakton Pickleball Rental room and courts.	Labus/Khnanisho	8/1/2025	Completed
AQUATICS	Introduce water safety campaign on pool social medias.	Runkle/Bidstrup	8/1/2025	Moved to 2026-27
	Create and post a minimum of three Tik Tok videos for Aquatics.	Runkle/Bidstrup	8/1/2025	Cancelled
ATHLETICS	Launch a targeted marketing plan that includes hosting two free beginner friendly workshops/socials and two promotional deals. Email all new pickleball registrants within one week of sign-up to welcome them and share additional opportunities. Post monthly pickleball content on social media to boost visibility and engagement.	Khnanisho	4/30/2026	Completed
	Implement a plan to decrease stock images in publications.	Walker/Gomez	4/30/2026	Completed
	Identify and better utilize analytics via the website, social media and e-news.	Pozner/Gomez	4/30/2026	Completed
COMMUNICATIONS & MARKETING	Work with IT to finalize rollout of SPD app and then monitor its effectiveness.	Bottorff/Pozner/Catania	4/30/2026	Moved to 2026-27
	Create a Microsoft Form to transition all online birthday forms. (JotForms)	Labus/Pozner	4/30/2026	Completed
	Create a list of accessibility features for all parks & facilities and integrate onto SPD website.	Pozner/Guynn	4/30/2026	Moved to 2026-27
	Research the viability of creating ads in parks, on facility doors, sidewalks, fences, walls, etc., that better engage the diverse population of Skokie.	Bottorff/ Pozner	4/30/2026	Completed
DEVONSHIRE CULTURAL CENTER	Launch a monthly digital newsletter for dance families to provide updates on rehearsals, performances, fundraising opportunities, and important dates. The newsletter will be distributed via email and posted hard copies on the bulletin board. The goal is to achieve a 50% open rate and increased parent engagement measured through at least three interactive features (e.g., O&A sections, feedback surveys, or featured student spotlights). Success will be tracked through email analytics and parent feedback.	Goldberg	4/1/2026	Completed
	Create one post per season, showcasing student artwork and culinary creations on Devonshire and Skokie Park District's social media platforms to increase awareness of class offerings and outcomes.	Robinson	4/1/2026	Completed
EMILY OAKS NATURE CENTER	Expand the marketing spreadsheet to enhance promotion of Emily Oaks Nature Center programs and special events by adding resources to the list, creating a weekly and seasonal promotion schedule, and training staff on the promotions process. Add an Emily Oaks Instagram account and increase the number of followers by 10% in six months.	Martin	11/1/2025	Completed
	Develop and implement a seasonal marketing strategy for adult programming - to increase exposure to and participation in adult classes and events - including promotion through at least four local partners (e.g., libraries, Oakton emails, community centers, local businesses) and posting to a minimum of three online event calendars each season. The goal is to increase adult program attendance by 10%.	Taira	4/30/2026	Completed
GOLF	Create a minimum of one Facebook post and one Instagram reel every two weeks.	Hejnowski/Quinlan	8/1/2025	Completed
	Work with Marketing to promote new hitting stations with added Trackman monitors.	Hejnowski/Quinlan/Bottorff	8/1/2025	Completed
	Develop post rental survey for party and shelter rentals.	Hejnowski/Quinlan	8/1/2025	Completed
	Develop a minimum of two cross promotional opportunities with other district facilities.	Hejnowski/Quinlan/Bottorff	8/1/2025	Completed
PARK SERVICES	Promote a minimum of four projects/operations on social media by contacting marketing for photos and posts.	Guynn/Bottorff/Gomez	11/1/2025	Completed
OAKTON COMMUNITY CENTER	Research communication app and emergency forms options for the SPACE program, and compile data on features, costs, and user experience to support an informed purchasing decision.	Tyler	4/1/2026	Completed
	Following the rollout of the Skokie Park District app, offer a free biannual training session for Active Adult participants to ensure they are confident and comfortable using the app's features.	Gorelick	4/1/2026	Postponed
SKATIUM ICE ARENA	Increase average weekly Facebook page engagement (measured by likes, comments, shares, and click-throughs) by 20% by implementing a consistent content schedule of three posts per week (one for figure skating, one for hockey, and one for the facility, i.e. public skating). This will directly support the community building strategy by increasing visibility and interaction with the target audience	Luecke	4/30/2026	Completed

TOT LEARNING CENTER	Strengthen Tot Learning Center's marketing approach by analyzing competitors. Conduct research on local daycare centers, gathering information on their pricing and promotional strategies to support the development of a new marketing campaign.	Taylor/Bonoan Daniel/Fatima	4/1/2026	Completed
	Capture photos of children throughout the school year and organize them in a shared folder to ensure the marketing team has access for use in upcoming campaigns.	Tammo/Pozner/Walker/ Bottorff	4/1/2026	Completed
	Digitize all intake forms and registration packets to streamline the enrollment process, making it more convenient for parents and more efficient for staff.	Tammo	4/1/2026	Cancelled
HUMAN RESOURCES	Post new hires, promotions, job postings on social pages.	Gualano/Bottorff	5/1/2025	Completed

8. Strengthen Commitment to Exceptional Customer Service	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
ADMINISTRATION	Achieve American Camping Association (ACA) re-accreditation.	Amato/Labus	8/1/2025	Completed
	Introduce customer retention and promotion strategies by implementing a minimum four promotional ideas.	Labus/Amato	4/1/2026	Completed
	Implement quarterly customer service training agendas for all facilities.	Labus/Amato	1/1/2026	Completed
	Redevelop and implement a program/event participant satisfaction survey template and process.	Labus/Amato	4/1/2026	Completed
AQUATICS	Implement "Constructive Communication" training for cashiers and pool managers.	Runkle/Bidstrup	7/1/2025	Completed
	Require new cashiers to shadow veteran staff for at least two shifts prior to working alone.	Runkle/Bidstrup	7/1/2025	Completed
ATHLETICS	Create a racket sports survey to solicit feedback on customer satisfaction, instructors, dates, times, offerings, and tournaments to help plan for upcoming seasonal program guides.	Khnanisho	4/30/2026	Completed
GOLF	Develop a quick reference resource for customer service staff.	Hejnowski/Quinlan	7/1/2025	Completed
TOT LEARNING CENTER	Offer a Kindergarten Fair in January before kindergarten registrations, inviting Skokie schools to provide valuable insights and information for families considering kindergarten options.	Howd/Redzovic	1/30/2026	Completed
	Improve the onboarding experience for new staff, ensuring staff are prepared and efficient from day one. Create an FAQ of parent questions and correct teacher answers.	Moran/Faheem	4/30/2026	Cancelled
	Recognize and celebrate co-workers' accomplishments and contributions to enhance internal customer service. Highlight and showcase two teachers each month to acknowledge their efforts and boost morale.	Tailor/Bonoan	4/1/2026	Completed

9. Promote Environmental Stewardship and Sustainability	Facility/Department Goals	Staff Responsible	Anticipated Completion Date	Status
AQUATICS	Promote energy savings with solar panel installation at Skokie Water Playground.	Guynn	10/1/2025	Completed
DEVONSHIRE CULTURAL CENTER	Review recycling protocols with part-time custodial staff to ensure proper disposal of recyclables.	Sampath/Horwitz	7/1/2025	Completed
	Purchase and maintain recycling receptacles for all public rooms and install clear signage at each location.	Sampath/Horwitz	7/1/2025	Completed
EMILY OAKS NATURE CENTER	Work with Land Management staff to update the Land Management Plan for the 13-acre site consisting of approximately eight acres of land, two acres of water, and approximately three acres of hard surfaces. Incorporate the detailed notes taken in 2020 during virtual meetings into the 97-page document, rewrite entries and reorganize where needed, and bring the document up-to-date. Establish standards for reviewing and updating the plan every winter so that it is an effective tool and guides the site management activities for the year to come. Update or organize the extensive computer files in the Emily Oaks site management network folder so that documents are relevant and can be found without difficulty.	Hansen	4/30/2026	Cancelled
GOLF	Provide four additional recycling containers at both Skokie Sports Park and Weber Golf Course.	Hejenowski	7/1/2025	Completed
PARK SERVICES	Install solar panels at Park Services.	Guynn	11/1/2025	Completed
	Eliminate paper task sheets and inspections.	Hallm/Hacker	9/1/2025	Cancelled
OAKTON COMMUNITY CENTER	Implement consistent recycling practices for plastics, aluminum pans, and other recyclable materials at all Active Adult parties, and utilize compost bins available at Oakton Park to support sustainability efforts.	Gorelick	4/1/2026	Completed
SKATIUM ICE ARENA	Research new green cleaning solutions and look for environmentally friendly products. Identify two alternative green products to replace current products.	Bonnet	3/1/2026	Completed
TOT LEARNING CENTER	Initiate three drives (September, January, May) for parents to donate leftover boxes, paper towel rolls, bottle caps, and other recyclable items to be repurposed for crafts and classroom projects.	Moran/Faheem	4/30/2026	Completed
	Design and implement a lesson plan focused on healthy eating habits and sustainability. Create a vegetable garden bed to reinforce the connection between 'farm-to-food' and teach children about growing their own nutritious food.	Dinkha/Salcido	6/1/2025	Completed
	Design and implement a lesson plan focused on recycling and sustainability. Use the newly purchased recycling bins and participate in composting.	Ferguson/ Saliba	4/1/2026	Completed
	Educate staff and children on proper recycling practices by conducting a training with a SWANCC (Solid Waste Agency of Northern Cook County) presenter.	Tailor/Bonoan	2/1/2026	Completed
	Support the 2/3's classroom in planning, planting, and maintaining a vegetable garden as part of their hands-on learning experience.	St John	4/1/2026	Completed
	Introduce composting practices at TLC as a sustainable way to reduce waste and promote environmental responsibility among staff and children.	St John	4/1/2026	Cancelled
WEBER LEISURE CENTER	Conduct an audit of all recycling bins to determine if paper documents, bottles, and other recyclables are being properly sorted or discarded (by August 1). Based on findings, develop and deliver a 30-minute recycling training session for all staff, including custodians (by October 1), with a follow-up check-in (by November 1) to assess improvement in recycling practices.	Bontly	11/30/2025	Postponed



Skokie Park District Parks Board Report June 2026



PARK SERVICES

Corrie Guynn

Superintendent of Parks, Planning and Facilities

- The synthetic putting green project at Sports Park has opened to the public.
- The driving range structure painting project at Sports Park continues with the first floor completed and the painting crew working on the upper portions of the second floor. The work is taking place overnight, which has eliminated any operational disturbances.
- The water slide restoration at Skokie Water Playground was completed. The blue slide was given a color refresh and was resealed on the inside to reduce leakage.
- The Emerson playground replacement project has begun. The contractor started the removal of the existing equipment and will transition over to the layout and installation of the new equipment once demo is finished. The project is currently on a timeline that fits with the parameters provided by the Village of Skokie in regards to the grant funding being provided.
- New partitions and epoxy flooring have been installed at Central Park, Terminal Park, Gross Point Park and Hamlin Park shelters.
- The Park Services safety day was held for all Parks staff. Volunteers from the safety committee helped run the eight interactive stations covering a wide variety of job specific safety topics.
- The horticulture staff installed the June Story Stroll at Weissburg Park.
- The operations staff assisted with several projects at both pools prior to the opening day for each.
- The landscape staff continue to keep up the mowing throughout the district.
- The horticulture staff continued to pull bulbs from beds throughout the district and have been planting annuals.
- The athletic field maintenance staff have been keeping up with prep and layouts across all fields with athletics in full swing. The new field grader arrived and staff have been trained on how to operate it, as well as the laser grader attachment.
- The horticulture staff have planted the public gardens at Winnebago, Skokie Heritage Museum and Park Services.

Skokie Park District Recreation and Facilities Board Report June 2026

Superintendent of Recreation and Facilities – Breanne Labus
Assistant Superintendent of Recreation - Mary Amato
Superintendent of Parks, Planning and Facilities – Corrie Guynn

Facility Rentals and Birthday Parties

Aquatics

	2025	2026
Season Passes	\$227,868	277,790.75

Devonshire Cultural Center

	2025	2026
Room Rentals	6	10
Birthday Parties	9	5

Emily Oaks Nature Center

	2025	2026
Room Rentals	5	5
Birthday Parties + Campfire/S'mores Add-ons	6	5 + 3
Shelter Rental Non-profit	6	10

Oakton/Exploritorium

	2025	2026
Room Rentals	14	17
Exploritorium Birthday Parties	38	48
Exploritorium Group Visits	2	3

Park Services

	2025	2026
Birthday Parties	7	11

Rally Room

	2025	2026
Room Rentals	n/a	4
Court Rental (with Room)	n/a	2

Skatium

	2025	2026
Birthday Party Rentals	14	12
Studio Rink Rentals	1	5
Main Rink rentals	0	0

Skokie Heritage Museum

	2025	2026
Room Rentals	0	1

Weber Leisure Center

	2025	2026
Room Rentals	4	6
Birthday Parties	6	3

Admissions and Visits

Exploritorium

	2025	2026
Admissions	1,982	1,564

Skokie Heritage Museum

	2025	2026
Visits	152	255

Skokie Sports Park

	2025	2026
Range	\$146,744	\$162,110
Simulator	\$4,287	\$3,230
Grass Tees	Closed	\$2,295
Mini Golf	\$27,872	\$36,069
Batting Cages	\$8,023	\$9,550
Concessions	\$2,276	\$3,826
Alcohol	\$3,598	\$5,092
Total	\$192,800	\$222,172

Weber/Athletics

	2025	2026
Open Gym	172	290
Late Night	343	256
Table Tennis	108	155
Open Pickleball	197	51
Men's 40 and Over Basketball	79	36
Private Tennis/Pickleball	10	10

Weber Golf Course

Revenues	2025	2026
Greens Fees	\$31,800	\$35,097
Rentals	\$1,150	\$1,338
Concessions	\$1,079	\$1,161
Alcohol	\$1,265	\$1,241
Total	\$35,294	\$38,837

Childcare Enrollment

Devonshire Preschool

	2025	2026
2's	15	14
3's	33	30
4's	30	35
Enrichment	36	41
Total	114	120

Emily Oak's Growing Sprouts

	2025	2026
Half and Full Day + Lunch Bunch	27 + 2	28 + 3

SPACE

	2025	2026
AM	181	206
PM	569	589
Total	750	795

Tot Learning Center

	2025	2026
Infants	8	14
Toddler 1	11	15
Toddler 2	14	16
2/3's	16	16
Preschool	18	19
Pre-K	20	20
Total	87	100

Athletics- Curt Evans

Athletic Courts/Fields/Room Rentals

	2025	2026
Tropang Basketball	8 Teams	10 Teams
NBL Basketball	9 Teams	8 Teams

Devonshire Aquatics Center – Claudia Bidstrup

Facility Updates and Highlights

- Memorial Day was quite busy compared to the past several years.
- The newly resurfaced floors have been well received.
- The new drinking fountain with bottle filling station was installed.

Devonshire Cultural Center – Robin Horwitz

Facility Updates and Highlights

- Spring Performing and Cultural Arts Programs for Devonshire were completed with a total of 586 participants.
- Preschool registration for preschool for the 2026-27 school year is ongoing with 48 children enrolled thus far. Preschool graduation occurred on Wednesday, May 20.
- Thin Ice Ensemble Theatre staged four performances of *Anastasia Jr.* for a total audience of 349.
- The Devonshire Dance Division will hold their 2026 Recital on June 7 at 1:30 and 3:30 p.m. at the Loyola High School theatre.
- Devonshire hosted Devonshire Elementary School for an awards ceremony and yearbook signing on June 4 and 5. Approximately 400 were in attendance.

Emily Oaks Nature Center – Lee Hansen

Facility Updates and Highlights

- Emily Oaks hosted the first S'mores Walk fundraiser for the Skokie Community Foundation on May 3, providing the location, event support, and staff to supervise a campfire and s'more assembly. The event was well attended and raised over \$8,000 for the foundation.
- The second Emily Oaks native plant sale of the year was held on Sunday, May 23, with 61 customers attending. The sale grossed \$2,847.
- A new photo show was hung in the Woodland Wander Inn and marked the post-pandemic return of this reoccurring art show: "An Exhibition of Nature Art" by Leslie Hirshfield's Saturday Students. The show features 22 pieces by 11 artists.
- Four nature center staff participated in a US Canoe Association canoe instructor course held at Emily Oaks on May 5, and all received their certificates. The certifications have been requested by the area Girl Scout council and provide another level of training for staff.

Drop-in Programming (Classes/Groups)	2025	2026
School Group Activities + Self-guided	53	39 + 1
Scout/Youth Group Activities + Self-guided	7	7 + 2
Scout/Youth Group Campouts	2	1

Volunteer Program (May)

	Hours
Weekday Crafters	61.5
Land Management	6.5
Kawaga Garden Workday	7
Wildflower Workday	14
May Native Plant Sale	25
Service Project (LanzaTech and Jelmar)	147.5
At-home Projects	4
Facility Support	.75
Total Hours	266.25

Emily Oaks hosted two corporate service days in May. Both businesses are located in Skokie, and each spent an afternoon spreading woodchips on trails and activity areas, sanding and staining fire circle benches at all three shelters, and repairing the shingles on a firewood shed. LanzaTech provided 25 employees for four hours, and Jelmar brought 22 staff for two hours. Lanza Tech and Jelmar helped prepare for the camp season, working on tasks that otherwise could not have been completed.

Oakton Community Center – Aryn Fletcher

Facility Updates and Highlights

- Storybook Corner- 46 participants
- Sensory Play & Create- 20 participants
- Parent/Tot Yoga- 33 participants
- Kids Night Out- 12 participants

Skatium Ice Arena – Brandi Luecke

Facility Updates and Highlights

- The Skatium is excited to welcome new Hockey Director, Joe Schulz, whose first day with the Park District was May 27. Over the past eight years, Joe has coached teams at various competitive levels, including the Northern Illinois Hockey League (NIHL), Central States (CS) and most recently served as the Hockey Development and Ice Arena Supervisor for the Franklin Park Panthers in the Northwest Hockey League (NWHL).
- The Spring House League Hockey season concluded on May 17, with Skokie Flyers teams competing in end-of-season games and tournaments.

- The Spring Figure Skating session ended on May 21. After returning from ice show in March, the spring session was just as successful as in years past. The change in schedule did not affect enrollment.
- The Skatium is experiencing some minor issues with one of its compressors as well as its subfloor heating units. New parts have been ordered for both and should be on site within the next few weeks.

Skokie Heritage Museum– Emily England

Facility Updates and Highlights

- Museum staff put together the America booth at the Festival of Cultures, which had about 605 booth visitors, but much higher-than-average community engagement with the activities and a new US history banner in honor of the 250th anniversary of the Declaration of Independence.
- Museum staff wrapped up the last of the 2050 time capsule work, with the official sealing at the library on Sunday, June 7, 1:30-3:30 p.m.
- Fourteen museum volunteers contributed over 75 hours of service in May.
- The Victorian Garden Party on May 31 had 29 paid participants and brought in an additional 101 general visitors to the museum.
- The Museum Coordinator participated in Madison Elementary’s Pajama Party on May 13, supporting the school’s literacy week and advertising the museum’s offerings.

Skokie Sports Park – Tom Hejnowski

Facility Updates and Highlights

- The new synthetic putting green officially opened to the public in the final week of May.
- Parties, camps, and facility rentals continue to be booked on a daily basis.
- 860k golf balls were hit on the driving range in 2026, compared to 612k in 2025.

Skokie Water Playground – Scott Runkle

Facility Updates and Highlights

- Staff training and certification classes have filled the calendar.
- The updated locker rooms were ready for opening day.
- Parties, rentals, and pool pass sales have been strong.

Tot Learning Center – Fouzia Khan

Facility Updates and Highlights

- The month of May started by celebrating TLC teachers! Program parents and Skokie Park District admin staff recognized, thanked, and celebrated TLC teachers in honor of Teacher Appreciation Week. Staff were provided with coffee, breakfast, snacks, luncheon, and gift cards.
- Tot Learning Center takes a partnership approach in students’ development, where parents and teachers work together to ensure the best edu-care for the children. Spring Parent-Teacher Conferences were conducted in a slightly different format,

where parents received written reports on children’s development and progress at school.

Weber Golf Course – Tom Hejnowski

Facility Updates and Highlights

- The first Night Golf Tournament was held on Thursday May 7 and had 35 participants.
- The first Ladies “Wine and Nine” was held on Friday May 22 and had 24 participants.
- Rounds remained strong, even with cooler than average temperatures.

Weber Center/Fitness First – Ethan Bontly

Facility Updates and Highlights

- A quarterly all-staff meeting was held on Wednesday, May 20 for all part-time staff members who work at Weber Center and Fitness First. The meetings were held at 1 pm and 6 pm and were recorded for those who could not make one of the two meetings.
- On Saturday, May 30, H2I Group installed eight new volleyball sleeves into the gym court. This will allow for both classes and open/late night volleyball to be played on four courts (running north-south), instead of the three courts that run east-west. Late night volleyball typically has around 100 participants, and this additional configuration allows more participants to be active.
- Clifford “Cliff” Armstead has been promoted to the position of Assistant Custodial Supervisor to take over the vacant full-time position due to a retirement. Cliff began his role on Tuesday, June 9, with a regular schedule from Sunday through Thursday, working the morning/afternoon shifts starting at 5 a.m. on weekdays. He will also serve as the full-time staff on duty during the morning shift, fulfilling the role of Building Supervisor.
- Additional tables and chairs have been purchased for the gym lobby. This will allow camp and program participants to eat lunch at tables instead of on the floor. More parents are also using this increasingly popular space during gym programs.

Fitness First

Facility Updates and Highlights

- NEW! The May in Motion Membership Special yielded 205 new and renewed members!

Memberships

	2025	2026
Active Members	3,963	4,578
Visits	18,350	17,676*
Personal Training Tickets	201	207
Massage Tickets	60	65
Pilates Tickets	91	16**

*The automatic gate at Fitness First was not working for several days in May.

**Pilates Instructor, Kathy Corrigan retired and staff are diligently working on finding additional Pilates instructors to take her place and clients.

June Publications Profile

The C&M department creates more than 210 publications annually, including the current guides below and 52 SPD weekly e-newsletters, 50 weekly email editions of both *TLC Today* and *Active Adult 60+ Weekly Happenings*, monthly e-newsletters for Fitness First, seasonal e-editions of Hockey, Figure Skating, Skokie Heritage Museum Summer Camp and Devonshire Theatre e-newsletters, as well as Summer Fun and School Year Fun Guides, and an Annual Report.

Two Summer Program Guides



The 100-page online Summer Guide was posted in May. An abbreviated 24-page printed Spotlight Guide arrived in homes in May. The two Fall Guides are now in production.

Summer Fun Guide



The 8-page folded mini Summer Fun Guide hits 25,000 Skokie homes in early May, highlighting movies, concerts, festivals, and much more. The School Year Fun Guide is in production.

Summer Prime Times



The 8-page activity guide was mailed last month to more than 4,000 Skokie homes with residents age 60 and over. The Fall Guide is in production.

Summer Camp Guide



The now 40-page Summer Camp Guide was mailed to and viewable online to all 25,000 Skokie homes for customer review for camp registration.

Monthly Happenings



The C&M department produces a digital monthly happenings guide, featuring new and unique ways to have fun, including special events, one day classes, workshops, outings and pop-up events.

District News Highlight



New stories are posted on the website and sent to local news organizations.

June 2 — The Skokie Park District is considering placing a bond referendum on the November 3, 2026 ballot to fund capital projects at Channelside Park South and at Sports Park East.

District E-News



The district e-news is sent every Friday to more than 18,000 mostly Skokie emails.

National average open rate – 33%

SPD May open rate – 54%

Weekly e-news includes special events, and district news. Past month: Skokie Festival of Cultures, Ladies Wine & Nine Golf, Devonshire Aquatic Center, etc.



The district sends news releases to, and is covered by, the *Skokie Review*, *The Record North Shore*, *Patch* and the *Chicago Tribune*.

Photos

The social media coordinator is tasked with taking district photos, with help from the entire C&M staff, and with the occasional assistance of SPD staff and a freelance photographer. A few photos from the past month:



Skokie Festival of Cultures 2026

Sponsorship

The sponsorship coordinator is currently working on sponsorships for summer and fall 2026. This past year she secured \$137,303 in sponsorships and \$37,247 in in-kind, budget-relieving donations, for a total of \$174,550.

Social Media — See following pages for a full social media report.

The C&M department executes the bulk of its advertising now through Facebook boosts, targeting unique demographics with each post, depending on the program, event or facility/park. The social media coordinator takes photos, creates posts and advertising boosts on Facebook, as well as posts on Instagram, X, TikTok and Bluesky. The coordinator also shoots and produces videos for the website, social media and staff use.

Projects

- SPD app campaign coming soon
- Oakton Park interpretive sign coming in July
- Proposed Referendum Campaign this summer
- Redevelopment of backlotbash.com coming in June
- Stand Up Skokie campaign in progress
- Summer intern, Loyola senior Lizzie Moreno



Websites

Staff designed, built and maintain five websites, including five major special event sites. Skokieparks.org continues to evolve, recently featuring a new summer camp page. The site is also translatable to 250 languages.

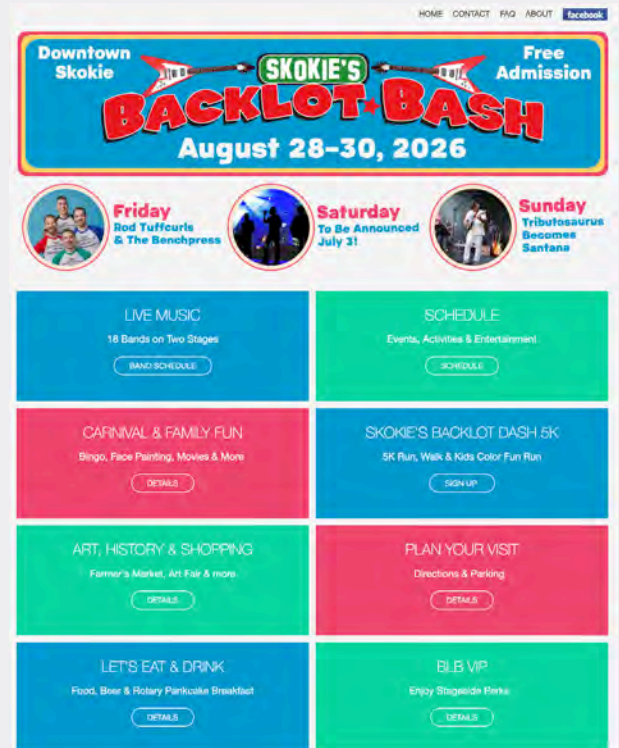
May '26 skokieparks.org analytics

- Active Users – 48,781 (April – 34,009)
- Total Page Views – 124,292 (April – 96,018)
- User Interactions – 245,568 (April – 181,415)

May Top 10 web pages by visits

(April ranking)

1. Homepage (1)
2. Skokie Water Playground (3)
3. Skokie Sports Park (2)
4. Skokie Festival of Cultures Entertainment (–)
5. Devonshire Aquatic Center (–)
6. The Exploritorium (6)
7. Fitness First (7)
8. Weber Leisure Center (5)
9. Summer Camps (9)
10. Referendum Proposal (–)



Facility Digital Advertising

In addition to a select few special event ads run in the Pioneer Press and dozens of Facebook ads, the district runs advertising on three outdoor lighted signs, including two double-sided signs, one at Weber and one at Oakton, and a sign facing the Edens Expressway at Park Services. (This one features major events and revenue facility promo only, as Skokie resident traffic is less than 15% of drive-by viewership.)

The district also places ads on indoor TV lobby monitors at the Skatium, Weber (2), Devonshire, Oakton, and TLC.



Weber and Oakton outdoor lighted sign message



SOCIAL MEDIA HIGHLIGHTS

May 2026





NOTES & INSIGHTS

Social Media Follow Totals:

- Facebook: 221 new follows, 25 unfollows, 10134 total
- Instagram: 167 new follows, 58 unfollows, 5058 total
- X is down 4 followers. 2147 total followers.
- Bluesky has no change. 173 total followers.
- TikTok is up 28 followers. 890 total followers.

Higher Frequency Posts (FB): Fitness First Student Teacher Discount Boost (4.35), Music Lessons Boost (3.44), Join Our Horticulture Crew (2.77)

Frequency is how often one unique person saw a post.

High Engagement Posts (FB): Central Park Splash Pad (162), Active Adults Boost (126), Lyon Park Renovation Completion (126).

These are the sum of comments, reactions and shares.

FACEBOOK OVERVIEW

Facebook Reach & Viewers is the number of people who saw any Facebook content from your organic or paid distribution, including posts, stories and ads. It also includes reach from other sources, such as tags, check-ins and Page or profile visits. This number also includes reach from posts and stories that were boosted. Reach is only counted once if it occurs from both organic and paid distribution. This metric is estimated.

Instagram Reach is the number of people who saw any Instagram content from your organic or paid distribution, including posts and stories that were boosted. Reach is only counted once if it occurs from both organic and paid distribution. This metric is estimated.

Page visits are the number of times our page or profile was visited. Follows are the number of times accounts followed us in the selected time period.



- We broke 10k followers on Facebook and 5k followers on Instagram!
- Our free tulips posts outperformed almost all others on Facebook!
 - Not only did this increase our reach, but it also rewarded people who engage with us on socials, increasing brand loyalty and engagement.
- Photos featuring people from our community got the most engagement on Instagram this month!
 - Skokie Heritage Museum's idea of featuring a thoughtful note from a 2000's Middleton teacher sparked pride in our community that hopefully translates into increased attendance for June 7th's Time Capsule Sealing.



Top 5

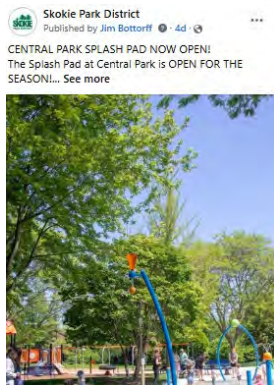
FACEBOOK POSTS

Impressions are the number of times your content was on screen. Content can include formats like posts, stories, reels, videos and more. Now known as “views”. Facebook now uses the terms “Viewers” & “Reach”, with similar definitions and totals.

Interactions are the number of post likes or reactions, saves, comments and shares minus the number of deleted interactions.

Link clicks are the number of clicks on links within posts that led to destinations or experiences, on or off Facebook.

Reactions are the number of reactions on your post. The reactions button on a post allows people to share different reactions to its content.



Viewers: 30,126
Views: 43,551
Interactions: 121
Link Clicks: 0
Reactions: 93
Comments: 0
Shares: 18
Saves: 10



Viewers: 19,020
Views: 27,956
Interactions: 85
Link Clicks: 0
Reactions: 67
Comments: 8
Shares: 6
Saves: 4



Viewers: 14,712
Views: 20,615
Interactions: 30
Link Clicks: 0
Reactions: 21
Comments: 4
Shares: 4
Saves: 1



Viewers: 11,127
Views: 15,614
Interactions: 18
Link Clicks: 0
Reactions: 12
Comments: 1
Shares: 2
Saves: 3



Viewers: 8,804
Views: 15,217
Interactions: 85
Link Clicks: 0
Reactions: 71
Comments: 8
Shares: 3
Saves: 3

Top 5

INSTAGRAM POSTS

Impressions (views) are the number of times your content was on screen. Content can include formats like posts, stories, reels, videos and more. Now known as “views”. Reach is still the same on Instagram.

Interactions are the number of post likes or reactions, saves, comments and shares minus the number of deleted interactions.

Link clicks are the number of clicks on links within posts that led to destinations or experiences, on or off Facebook.

Reactions are the number of reactions on your post. The reactions button on a post allows people to share different reactions to its content.



Reach: 1,412
Views: 2,898
Interactions: 113
Likes: 80
Comments: 0
Shares: 23
Saves: 7



Reach: 1,240
Views: 2,393
Interactions: 71
Likes: 63
Comments: 0
Shares: 5
Saves: 3



Reach: 1,234
Views: 3,191
Interactions: 60
Likes: 52
Comments: 2
Shares: 6
Saves: 0



Reach: 1,231
Views: 2,156
Interactions: 92
Likes: 49
Comments: 0
Shares: 31
Saves: 10



Reach: 1,162
Views: 2,229
Interactions: 43
Likes: 30
Comments: 2
Shares: 9
Saves: 2

BOOSTED POSTS

Impressions are the number of times your content was on screen. Content can include formats like posts, stories, reels, videos and more. Now known as “views”. Reach is now known as “viewers”.

Interactions are the number of post likes or reactions, saves, comments and shares minus the number of deleted interactions.

Link clicks are the number of clicks on links within posts that led to destinations or experiences, on or off Facebook.

Reactions are the number of reactions on your post. The reactions button on a post allows people to share different reactions to its content.

Skokie Park District
Published by Rafael Gomez · May 5 at 1:24PM ·

STUDENTS & TEACHERS: 100 DAYS FOR \$100!
Home from school for the summer? Pay only \$100 for 100 days of Fitness First membership, including all group exercise and spin c... See more

SKOKIEPARKS.ORG
Fitness First | Skokie Park District Learn more

Viewers: 11,083
Views: 20,171
Interactions: 23
Likes: 15
Comments: 2
Shares: 4
Saves: 2
Link Clicks: 293

Skokie Park District
Published by Rafael Gomez · May 12 at 10:00 AM ·

OUT AND ABOUT WITH SKOKIE'S ACTIVE ADULTS!
From local tours, fitness classes, bingo parties and more, Skokie's Active Adults are always on the go! Ready to join the fun... See more

SKOKIEPARKS.ORG
Active Adults | Skokie Park District Learn more

Viewers: 10,985
Views: 22,626
Interactions: 105
Likes: 93
Comments: 4
Shares: 4
Saves: 4
Link Clicks: 1,234

Skokie Park District
Published by Rafael Gomez · May 12 at 11:00 AM ·

TRY PICKLEBALL THIS SUMMER 🍓🍓
Learn the game, build your skills, and get in on the fun all season long with Skokie Park District Pickleball. Our programs are designed ... See more

SKOKIEPARKS.ORG
Pickleball | Skokie Park District Learn more

Viewers: 8,370
Views: 17,467
Interactions: 35
Likes: 32
Comments: 0
Shares: 2
Saves: 1
Link Clicks: 527

Skokie Park District
Published by Rafael Gomez · May 7 at 11:57 AM ·

LEVEL UP YOUR TENNIS GAME 🎾
Serve, rally, and compete all summer long with Skokie Park District Tennis. Our programs are built to sharpen skills, build confidence, and ... See more

SKOKIEPARKS.ORG
Tennis | Skokie Park District Learn more

Viewers: 8,142
Views: 17,078
Interactions: 20
Likes: 20
Comments: 0
Shares: 0
Saves: 0
Link Clicks: 305

Skokie Park District and Exploritorium
Published by Rafael Gomez · May 7 at 11:26 AM ·

INDOOR PLAY, ENDLESS FUN!
No matter the weather outside, the fun never stops at the Exploritorium! Designed for toddlers through age 6, kids can... See more

SKOKIEPARKS.ORG
Exploritorium | Skokie Park District Learn more

Viewers: 8,142
Views: 17,078
Interactions: 20
Likes: 20
Comments: 0
Shares: 0
Saves: 0
Link Clicks: 305

Top 5

Festival of Cultures Posts (Facebook)

Impressions are the number of times your content was on screen. Content can include formats like posts, stories, reels, videos and more. Now known as “views”. Facebook now uses the terms “Viewers” & “Reach”, with similar definitions and totals.

Interactions are the number of post likes or reactions, saves, comments and shares minus the number of deleted interactions.

Link clicks are the number of clicks on links within posts that led to destinations or experiences, on or off Facebook.

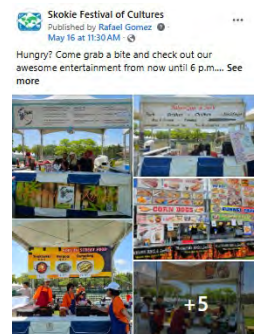
Reactions are the number of reactions on your post. The reactions button on a post allows people to share different reactions to its content.



Viewers: 5,127
Views: 9,812
Interactions: 135
Link Clicks: 0
Reactions: 101
Comments: 24
Shares: 11
Saves: 2



Viewers: 2,507
Views: 4,648
Interactions: 41
Link Clicks: 1
Reactions: 26
Comments: 1
Shares: 12
Saves: 2



Viewers: 2,418
Views: 5,332
Interactions: 21
Link Clicks: 16
Reactions: 16
Comments: 1
Shares: 4
Saves: 0



Viewers: 2,237
Views: 4,318
Interactions: 32
Link Clicks: 28
Reactions: 25
Comments: 1
Shares: 6
Saves: 0



Viewers: 2,178
Views: 4,743
Interactions: 50
Link Clicks: 9
Reactions: 39
Comments: 3
Shares: 8
Saves: 0

Reach: Number of unique people who saw your post. Counted Only Once.

Frequency: How often a unique person saw a post.

Views: Number of times your post was seen.

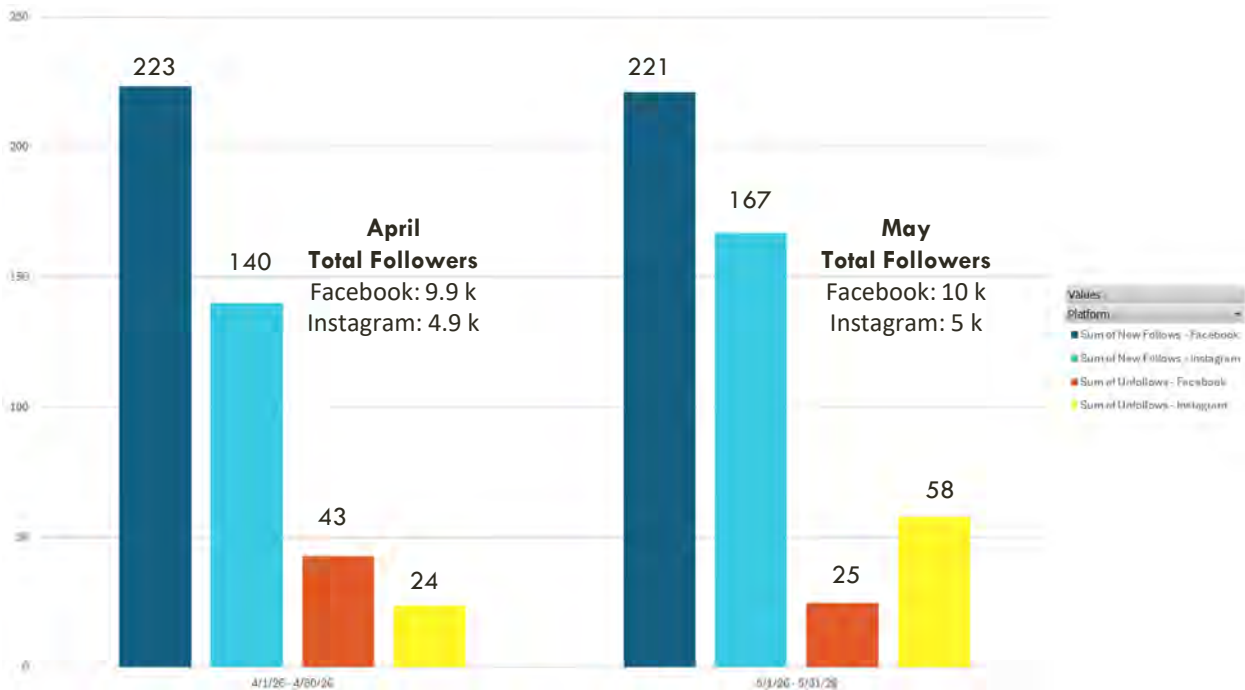
Green: Performing well or exceeds, based on column averages.

Views / Reach = Frequency

Facebook Reach vs. Impressions

Row Labels	Sum of Views	Sum of Reach	Sum of Reactions, Comments and Shares	Frequency
CENTRAL PARK SPLASH PAD NOW OPEN! The Splash Pad at Central Park is OPEN FOR THE SEASON! 📍 9350 Central Park Avenue, Skokie, IL	43654	30211	162	1.44
(bank)	31941	19176	186	1.67
MORE FREE TULIP BULBS! Feel free to pick them up at Hamlin Park and Veterans Park, by their park signs. There's also a limited amount available at Devonshire Park. Make sure to store them in a cool, dry place for planting in the fall!	27960	17446	96	1.60
OUT AND ABOUT WITH SKOKIE'S ACTIVE ADULTS! From local tours, fitness classes, bingo parties and more, Skokie's Active Adults are always on the go! Ready to join the fun? 📍 Sign up now! Click the link to explore this season's programs!	22639	10345	126	2.19
FREE TULIP BULBS! We have free tulips available in front of the Weber Park sign! Make sure to store them in a cool, dry place for planting in the fall! 📍 Weber Leisure Center, 9300 Weber Park Pl.	20622	15040	33	1.37
STUDENTS & TEACHERS: 100 DAYS FOR \$100! Home from school for the summer? Pay only \$100 for 100 days of Fitness First membership, including all group exercise and spin classes! Sign up for this unique students and teachers only membership!	39350	4451	10	4.35
TRY PICKLEBALL THIS SUMMER! 📍 Learn the game, build your skills, and get in on the fun all season long with Skokie Park District Pickleball. Our programs are designed to keep you active, improve your game, and connect you with others on the	17480	8057	34	2.17
LEVEL UP YOUR TENNIS GAME! 📍 Serve, rally, and compete all summer long with Skokie Park District Tennis. Our programs are built to sharpen skills, build confidence, and keep you moving on the court. 📍 Youth Quikstart & Junior Development	16537	7025	19	2.35
MORE FREE TULIP BULBS! We have free tulips available at Reid and Lyon Park! Make sure to store them in a cool, dry place for planting in the fall! 📍 Reid Park, 10040 Lavergne Ave. 📍 Lyon Park, 7640 Kostner Ave.	15645	10912	15	1.43
LYON PARK RENOVATIONS ARE COMPLETE! Lyon Park renovations are complete and the playground is now open!	15217	8934	126	1.70
WE HAVE FREE TULIP BULBS! Feel free to pick up tulip bulbs at Terminal Park by the park sign, and at Oakton Park near it's park sign. Make sure to store them in a cool, dry place for planting in the fall!	14639	8349	91	1.75
INDOOR PLAY, ENDLESS FUN! No matter the weather outside, the fun never stops at the Exploratorium! Designed for toddlers through age 6, kids can: 📍 Step into Tiny Town—become a vet, shopkeeper, or builder in our mini village! 📍 Splash and	14276	5735	15	2.49
STORYBOOK CORNER AT THE EXPLORATORIUM! Join us for books, songs and more during playtime in the Exploratorium. Held the 1st Tuesday of each month at 10:30 a.m. No registration required. Included with paid Exploratorium admission. Explorito	6721	4958	5	1.37
THE SKOKIE PARK DISTRICT BOARD OF COMMISSIONERS ELECTED ITS NEW OFFICERS ON TUESDAY NIGHT AT THE MAY 2026 ANNUAL MEETING. The board elected Etta Fischer the president of the board, with Ezra Jaffe elected vice-president. Entire story here: https://www.skokiepark.org/news/2026-05-12-skokie-park-district-board-of-commissioners-elects-new-officers	12132	3251	118	1.46
WEBER PARK GOLF COURSE JUNIOR OPENINGS will compete in groups of four in a shotgun format. Top 2 scores from each bracket receive trophies. Includes food, goodie bags, and awards for closest to the pin, longest putt and short game chal	12019	5345	11	2.25
LOOK FOR THE SUMMER EVENT PASS STATION at our next free event, Hot Dogs at Terminal Park on June 9. Pick one up, get it stamped, and bring it along throughout the summer. Prizes will be awarded at each event, and 2 grand prize winners will be announc	11912	6686	55	1.78
FIND YOUR SOUND AT THE DEVONSHIRE CULTURAL CENTER! From piano to violin, drums and more—we offer lessons for a wide variety of instruments and even music theory! Whether you're picking up an instrument for the first time or looking to	11734	3407	10	3.44
📍 JOIN OUR LANDSCAPE & HORTICULTURE TEAM! 📍 Our Park Services team is looking for landscape seasonal laborers to help out this summer! From landscaping tasks to general maintenance, you'll be responsible for the health	9123	3299	14	2.77
DEVONSHIRE DANCE COMPETITION TEAM AUDITIONS! Auditions for the Devonshire Dance Competition Team 2026-2027 are right around the corner! Open to ages 6-18. For more info, reach out to our Competition Team Director, Danielle Gonzalez	7114	3407	77	2.09
STORYBOOK CORNER AT THE EXPLORATORIUM! Join us for books, songs and more during playtime in the Exploratorium. Held the 1st Tuesday of each month at 10:30 a.m. No registration required. Included with paid Exploratorium admission. Explorito	6721	4958	5	1.37
FREE TULIP BULBS! We have free daffodils & tulips for pick-up at the Devonshire Cultural Center! Make sure to store them in a cool, dry place for planting in the fall! 📍 Devonshire Cultural Center, 4400 Greenwood St.	5979	4040	29	1.48
YOUR SUMMER PROGRAM GUIDE IS HERE! 📍 Summer classes and events are now viewing online — and with them the district's Summer Program Guide '26. From our new Summer Event Pass, to Season Pool Passes, to the Skokie Fireworks Festiva	5860	2811	21	2.08
FREE TULIPS AT VETERANS PARK! We have more free tulips available at Veterans Park, on the corner of Lincoln and Cleveland. Store them in a cool, dry place for planting in the fall! We also have Daffodils available at Lorel Park.	5536	3145	20	1.76
TAKE THE PLEDGE, TODAY! 📍 Stand Up Skokie! rolled out at the Skokie Festival of Cultures this past weekend, perhaps the perfect beginning for the new campaign promoting safety, unity, respect and standing up for others in Skokie parks and through!	3471	1917	90	1.81
POOL DAYS ARE ALMOST BACK! As we get closer to opening day at Devonshire Aquatic Center, we're sharing helpful reminders for a safer summer around the pool. 📍 Devonshire Aquatic Center opens Saturday, May 23 📍 Skokie Water Playgroun	3389	2291	15	1.48
SWIM LESSON REGISTRATIONS ARE NOW OPEN! 📍 Summer Swim Lessons at Skokie Water Playground are the perfect way to build skills and confidence in the water! All levels welcome! 📍 Info: https://www.skokiepark.org/swimming/Mab-SUF	3263	2269	11	1.44
NOW ENROLLING FOR THE 2026-2027 SCHOOL YEAR! Devonshire Preschool offers a play-based, arts-focused experience for children ages 2 to 5. Our nurturing, creative environment supports each child's social, emotional, physical, and intellect	2855	1938	9	1.59
SUMMER SWIM SEASON STARTS SOON! 📍 Opening day for Devonshire Aquatic Center is just a few days away, and May is the perfect reminder that water safety matters for swimmers of all ages. We'll be sharing a few quick safety tips this week to hel	2809	1847	11	1.52
MEMORIAL DAY HOURS, MONDAY, MAY 25! We hope you have a safe and relaxing Memorial Day weekend! See below for our list of Memorial Day facility hours. Devonshire Aquatic Center 12-6 p.m. / 11 a.m. for season pass holders [weather permits	2289	1713	2	1.34
SPONSOR A PARK DISTRICT EVENT! We promise, you don't have to have a mascot to sponsor a Skokie Park District event! But the truth of the matter is, area business know that events like ours bring the community OUT and results IN! And, it's pair	2269	1533	5	1.48
📍 LAST CHANCE: JOIN THE NBL THIS SUMMER! We have 3 team spots remaining for our upcoming league season! Gather your squad and compete in our Men's Neighborhood Basketball League at Weber. Games are played Thursday nights, follo	2121	1480	7	1.50
STORYBOOK CORNER AT THE EXPLORATORIUM! Join us for books, songs and more during playtime in the Exploratorium. Held the 1st Tuesday of each month at 10:30 a.m. No registration required. Included with paid Exploratorium admission. Explorito	2058	1442	6	1.43
EXPLORE NEW EVENTS, WORKSHOPS & OUTINGS IN June! If you are looking for new and unique ways to have fun in June—in addition to its hundreds of classes—the Skokie Park District offers great one-day events, workshops, outings, special event	1999	1286	5	1.55
THANKS TO OUR SPONSORS: 1. BLANTON PLUMBING! We can't wait to welcome you to our Sunday Summer Concert Series, an event made possible through the support of partners like Blanton Plumbing. As one of our valued sponsors, Blanton P	1921	1386	9	1.59
SWIM THE SYSTEM: "LAP SWIM CHALLENGE" Doors opening on the right at the pools this summer! Challenge yourself with a unique lap-swim challenge to swim the distances of Chicago's iconic "L" lines. Participants track their swimming distanc	1891	1177	4	1.44
VICTORIAN GARDEN PARTY AT THE SKOKIE HERITAGE MUSEUM! Party like it's 1900! Play croquet and other popular Victorian-age garden party games on the museum lawn. Enjoy light refreshments plus more themed crafts and activities. Ages 5 ar	1563	1095	5	1.43
MAY IS WATER SAFETY MONTH! With opening day at the Devonshire Aquatic Center coming up, now's the perfect time to brush up on water safety before summer officially begins. Over the next few days, we'll be sharing simple reminders and tips t	1475	1006	9	1.47
📍 LEARN TO PLAY CRICKET THIS SUMMER! Join our Cricket Basics Workshop for players ages 7-15! Participants will learn fundamental cricket skills including batting, fielding and teamwork, and game play in a fun and welcoming environment. Wi	1456	975	11	1.49
POOL SAFETY DAY! Come see our lifeguard staff show off their skills! Lifeguards will perform hourly demonstrations of water rescues, and kids will be able to learn some basic water safety skills. This event will take place at both Skokie Water Playg	1214	840	5	1.45
📍 THIS SUMMER, ATTEND EVENTS AND WIN PRIZES! 📍 Look for the Summer Event Pass Station at the listed events from the link below. Grab your Event Pass, get it stamped, and bring it along throughout the summer. Prizes will be awarded at e	1184	711	3	1.67
MAY OYM SCHEDULE IS HERE! 📍 We've updated our Weber Leisure Center calendar! You can now see ALL gym activities in one place with our new interactive calendar. Plan ahead, stay up to date, and even add activities directly to your own cale	1134	826	4	1.37
FREE! SKOKIE STORY TROLL! Bring the family to Weissburg Park next month and read the children's book on display along the park's walking path, "Dont Trust Fish" by Neil Sharpson and illustrated by National Book Award-winner Dan Santat. An ab	833	613	3	1.52
📍 Lock in your savings before prices increase on June 1. Passes still offer great value for frequent visitors!	852	540	1	1.58
Happy Mother's Day, Skokie! 📍	834	537	12	1.55
SUMMER FUN RUN SERIES 📍 Three fun-filled races for your little runners are coming this summer! From toddler trots to colorful finish lines and splash-filled fun, there's something for every kiddo to enjoy. 📍 June 6 — Toddler Trot, Ages 2-4 📍 Ju	814	544	4	1.50
THIN ICE ENSEMBLE THEATRE PRESENTS ANASTASIA: THE MUSICAL From Tony winners Terrence McNally, Stephen Flaherty and Lynn Ahrens, creators of such Broadway classics as Ragtime and Once On This Island, this dazzling show transports it	701	489	6	1.43
LADIES WINE & NINE GOLF OUTING 📍 Missed out on our last Ladies Wine & Nine Golf Outing? No problem! We have two outings coming up. The course will be all yours to enjoy along with good company and your complimentary cart of wine. T	692	450	1	1.47
TAM BRAVE AND UNAFRAID! AT DEVONSHIRE! Join us for a family-friendly Open Mic Night at Devonshire Theater, where voices of all ages come together to share powerful stories of bravery and healing. This special event, "I Am Brave and Unafraid,	574	330	1	1.74
Join us next Friday for our Ladies Wine & Nine! Register here: https://bit.ly/4md05uz	494	298	2	1.66
Resident registration now open! 📍 Check out our Summer Program guide here: https://abobe.ly/4cLCzGu	487	299	0	1.63
Skokie Park District updated their cover photo.	1	1	2	1.00
Hot Dogs in Terminal Park				
Skokie Pride				
Movies in the Park: Gabby's Dollhouse: The Movie				
Skokie Juneteenth Celebration				
Grand Total	392733	220658	1516	
Averages	7854.66	4417.16	30.32	1.74

Follows vs. Unfollows: Apr. – May.





Skokie Park District Information Technology Board Report June 2026



INFORMATION TECHNOLOGY

Firewall Upgrade

The second firewall has been deployed. These new devices improve internet redundancy.

Skokie Parks App

Staff have been working with the Marketing Department on implementing a Skokie Parks app for patrons.

Camp Phone Deployment/Security

Camp phones have been distributed, and an app was installed to provide additional security.

Fiscal Year New Projects

With the new fiscal year underway, we have begun purchasing budgeted equipment and planning projects at each facility.



Skokie Park District Staff and Community Committee Reports June 2026



<p>Backlot Bash Committee Breanne Labus</p> <p>The next committee meeting is June 16.</p>
<p>Community Schools Steering Committee Breanne Labus</p> <p>No report.</p>
<p>DEI Committee Mary Amato</p> <p>The next meeting is July 21. The Committee will finalize their for the current fiscal year.</p>
<p>Environmental Action Team Lee Hansen</p> <p>The EAT members presented a recycling slide show at the May Staff Announcements that was organized by Katherine Robinson. The purpose was to review and remind staff about what can and cannot be recycled and how to do so. The monthly EAT meeting was held on May 19, then the team will take a break for the summer, meeting again in September.</p>
<p>4th of July Parade Committee Jim Hallm</p> <p>The weekly Zoom planning meetings continue. The Skokie Park District will be hosting two marching bands overnight at Oakton and Devonshire the night of July 3.</p>
<p>Festival of Cultures Committee Aryn Fletcher</p> <p>The 2026 event took place the weekend of May 16-17 with 5,000 in attendance each day. Thirty-three cultures participated in the cultural pavilion, as well as 20 community resource vendors, eight food vendors, and six merchandise vendors.</p>
<p>Juneteenth Mary Amato</p> <p>The last committee meeting before the event was held on June 11. The event is on Saturday, June 13 from 12-4 p.m. at Oakton Park.</p>

<p>Maine-Niles Association of Special Recreation Michelle Tuft</p>
<p>The next meeting June 23.</p>
<p>Niles Township Youth Coalition Breanne Labus</p>
<p>No report.</p>
<p>Safety Committee Amanda Green</p>
<p>Staff are meeting on June 17 to discuss pre-summer staff training results and review training items for the rest of the calendar year.</p>
<p>Skokie Chamber of Commerce Michelle Tuft</p>
<p>No report.</p>
<p>Skokie Pride Cassie Schaeffer</p>
<p>We are on track to lead another successful event this summer on June 28 from 1-4 p.m. at Oakton Park.</p>
<p>Spring Greening Lee Hansen</p>
<p>The 2027 Skokie's Spring Greening event is scheduled for April 18 from 10 a.m. to 1:45 p.m.</p>
<p>Staff Appreciation Committee Keli Stonitsch</p>
<p>The Committee met on June 9 to finalize plans for the Staff Appreciation Event, which will be held on July 16 at Skokie Water Playground. Invitations will be sent the week of June 15 and is open to staff and their families.</p>
<p>Wellness Committee Jennie Bever</p>
<p>At May staff announcements, the wellness committee introduced themselves and had a Boba Truck for staff to enjoy. The next meeting is July 10, 2026</p>