



**MOUNT PROSPECT SCHOOL DISTRICT 57 BOARD OF EDUCATION**  
**Administration Building**  
**701 W. Gregory Street, Mount Prospect, IL 60056**

AGENDA – Closed Session  
February 17, 2022, 6:00 PM  
Administration Building  
701 West Gregory Street

AGENDA – REGULAR MEETING  
February 17, 2022, 7:00 PM  
Fairview School (Multipurpose Room)  
300 North Fairview Avenue

Call to Order and Roll Call

Closed Session - The Board will hold an Executive Session for the purpose of:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in an educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in an educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2(c)(1), amended by P.A. 101- 459;
- Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5ILCS 120/2(c)(11)

7 PM Convene into Open Session

Roll Call

Pledge of Allegiance - Girl Scout Junior Troop 45689

Board Communications

1. Board of Education
  - NSSEO Report
  - Education Foundation
  - PTO Reports
  - Board President Report

Community Comments

Superintendent Report

1. COVID Updates
  - Staffing and Student Attendance
  - SHIELD
2. Superintendent Goals Update
3. Preview of FY23 Staffing Plan

Mount Prospect School District 57 is subject to the requirements of the Americans with Disabilities Act of 1990, as well as Section 504 of the Rehabilitation Act of 1973. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to attend and/or participate, or who have questions regarding the accessibility of the meeting or the facilities, are requested to promptly contact Dr. Mary Gorr at (847) 394-7300.

#### 4. FOIA Report

##### Staff Reports

1. Winter 2022 Student Update
2. District Technology Update

##### Consent Agenda

1. Minutes of the following Board of Education Meetings
  - Regular Business Meeting January 20, 2022 – Open Session
  - Regular Business Meeting January 20, 2022 – Closed Session
2. Personnel Transactions
  - Accept the resignation from leave of absence of three certified employees
  - Approve the employment of two ESP individuals
  - Approve the resignation of one ESP Individual
3. Financial Reports – January 2022
4. Accounts Payable Bills
5. Approve Review of the Closed Session Minutes for the Period of January 2020 through June 2020 and Closed Session Audio Tapes for the Period of July 2020 through December 2022

##### Unfinished Business

##### Community Comments

##### New Business

1. Approve Amendment of the Intergovernmental Agreement with the Mount Prospect Park District
2. First Read of the Following Board of Education Policies
  - 2:20 Powers and Duties of the School Board; Indemnification
  - 2:105 Ethics and Gift Ban
  - 2:110 Qualifications, Term, and Duties of Board Officers
  - 2:120 Board Member Development
  - 2:150 Committees
  - 2:150 Superintendent Committees
  - 2:220 School Board Meeting Procedure
  - 2:260 Uniform Grievance Procedure
  - 3:40 Superintendent
  - 3:50 Administrative Personnel Other Than the Superintendent
  - 3:60 Administrative Responsibility of the Building Principal
  - 4:60 Purchases and Contracts
  - 4:80 Accounting and Audits
  - 4:110 Transportation
  - 4:120 Food Services
  - 4:150 Facility Management and Building Programs
  - 4:160 Environmental Quality of Buildings and Grounds
  - 4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors
  - 4:170 Safety
  - 4:175 Convicted Child Sex Offender; Screening; Notifications
  - 5:10 Equal Employment Opportunity and Minority Recruitment
  - 5:20 Workplace Harassment Prohibited
  - 5:30 Hiring Process and Criteria
  - 5:50 Drug- and AlcoholFree Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
  - 5:90 Abused and Neglected Child Reporting
  - 5:100 Staff Development Program

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5:120	Employee Ethics; Conduct; and Conflict of Interest
5:125	Personal Technology and Social Media; Usage and Conduct
5:150	Personnel Records
5:185	Family and Medical Leave
5:200	Terms and Conditions of Employment and Dismissa
5:210	Resignations
5:220	Substitute Teachers
5:250	Leaves of Absence
5:260	Student Teachers
5:330	Sick Days, Vacation, Holidays, and Leaves
6:15	School Accountability
6:20	School Year Calendar and Day
6:50	School Wellness
6:60	Curriculum Content
6:120	Education of Children with Disabilities
6:130	Program for the Gifted
6:135	Accelerated Placement Program
6:180	Extended Instructional Programs
6:220	Bring Your Own Technology (BYOT) Program; Responsible Use and Conduct
6:340	Student Testing and Assessment Program
7:10	Equal Educational Opportunities
7:20	Harassment of Students Prohibited
7:30	Student Assignment and Intra-District Transfer
7:50	School Admissions and Student Transfers To and From Non-District Schools
7:60	Residence
7:70	Attendance and Truancy
7:80	Release Time for Religious Instruction/ Observance
7:150	Agency and Police Interviews
7:160	Student Appearance
7:180	Prevention of and Response to Bullying, Intimidation, and Harassment
7:190	Student Behavior
7:200	Suspension Procedures
7:210	Expulsion Procedures
7:240	Conduct Code for Participants in Extracurricular Activities
7:250	Student Support Services
7:260	Exemption from Physical Education
7:290	Suicide and Depression Awareness and Prevention
7:310	Restrictions on Publications; Elementary Schools
7:340	Student Records
7:345	Use of Educational Technologies; Student Data Privacy and Security
8:70	Accommodating Individuals with Disabilities
8:100	Relations with Other Organizations and Agencies

### Board Discussion

1. Board discussion on the potential metrics to consider if situational masking will occur in the future

### Closed Session

Board Action may or may not take place following Closed Session

### Adjournment

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Dr. Mary Gorr

District 57 Superintendent Goals 2021-2022

**KEY**

**District 57 Superintendent Contract:** The superintendent will address and fulfill student performance and academic achievement goals.

**Strategic Objective:** Direct language from the District 57 Strategic Plan.

**Superintendent Contract Goal:** Specific goals by which the Board of Education conducts its annual evaluation of the superintendent.

**Performance Indicators:** Performance indicators are provided to support the evaluation of the goal's success.

**Superintendent Goal #1-Outstanding Student Performance**

**Strategic Objective**

**Superintendent Contract Goal**

Ensure all students in the aggregate and subgroups meet or exceed internal and state student performance targets annually

**The Superintendent will effectively oversee the districtwide systems that support student achievement on internal assessment measures and state achievement tests.**

**Performance Indicators**

A robust district-wide assessment system (including IAR/DLM, ACCESS, IL Science Assessment, MAP, CBM's, and KIDS Survey as defined in the current legislation) that enables:

- Responsive instruction and strategic use of resources to promote student achievement and growth. A systematic response to the learning needs of students who do not meet targets
- Each school has a comprehensive system for identifying students who require additional support in the areas of math and literacy.
- Benchmarking data (MAP, Fountas & Pinell, and FastBridge scores) are examined three times over the course of the school year.
  - District-level: provides a snapshot of how our district is performing overall and informs how we should strategically allocate resources to maximize student learning outcomes
    - The District is using ESSER funding to provide targeted instruction to support students who are not meeting targets. Before/after school tutoring is available at all schools. Availability is based on staffing considerations. The District is also in the process of exploring staffing availability over the summer in order to offer a bridge program for students who require math and/or literacy support.
  - Building-level/Grade-level: building administration, who serve as instructional leaders, work alongside their teams to identify the resources and supports needed to improve student achievement and close learning gaps



Dr. Mary Gorr

District 57 Superintendent Goals 2021-2022

- Building administrators work collaboratively with grade-level teams, literacy and math support specialists, special education teams, and multilingual services teams to make instructional decisions and determine the materials, resources, or further professional development needed to support student achievement based on benchmarking data. Benchmarking data are also used to inform purchases using ESSER funds to support student growth. ESSER funds have been used to purchase materials, such as additional guided reading books.
  - Benchmarking also allows us to identify students who require additional support through our math and literacy support service programs. Students receiving these services receive core instruction plus intervention time. They are regularly progress monitored to allow for instructional change to be made based on student performance data.
- Students in grades K-8 will meet MTSS tier guidelines as measured on FastBridge Fluency Benchmarks from fall to winter. These guidelines suggest that 80% of students perform above the benchmark, 15% of students are below the benchmark and require Tier 2 support, and 5 % of students require Tier 3 support.
- FastBridge identifies benchmarks based on national norms. Students who are above the 40%ile nationally are identified as meeting or exceeding benchmarks. FastBridge data indicate that 71% of our students are falling within the Tier I category, 21% of our students are within the Tier II category, and 8% of our students are within the Tier III category. In the fall, 72% of our students were at or above the benchmark. The number of students who are at or above the benchmark has remained relatively stable across the year.

**Superintendent Goal #2-Coherent and Rigorous Programs and Services**

Strategic Objective	Superintendent Contract Goal
Sustain the relevance and rigor of student learning	<b>The Superintendent will ensure the implementation of the curriculum review process that includes a multi-year review calendar with 5-year projections.</b>

**Performance Indicators**

- Robust systems and structures that support relevant and rigorous student learning including:
- District Leadership Team that supports the continuous review, improvement, and implementation of multi-tiered systems of support within District 57 schools.
    - Multi-Tiered System of Supports (MTSS) integrates assessment and intervention within a multi-level prevention system to maximize student academic and behavioral growth. Student academic and behavioral needs are identified and monitored continuously in order to make ongoing instructional changes based on the student performance data.

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District 57 Superintendent Goals 2021-2022

- The District Leadership Team will complete a Self-Assessment of Problem Solving Implementation at the District Level (SAPSI-D) to monitor ongoing efforts to establish permanent problem-solving procedures, structures, tools, and products in the implementation of a multi-tiered system of supports. This self-assessment will be used to further guide district-level planning for refining our implementation of multi-tiered systems of support.
- Oversee the continuation of a curriculum review process for the District 57 Social Emotional Learning Curriculum.
  - The District Leadership Team reviewed Social Emotional Learning Curricula and selected three K-8 curricula (Second Step & Caring School Community & RULER) for further exploration. All three Social Emotional Learning programs received the highest program designation from Collaborative for Academic, Social, and Emotional Learning (CASEL) organization, which is the gold standard for Social-Emotional Learning.
  - The Second Step pilot will occur between January 31-March 2.
  - The Caring School Community pilot will occur between March 7-April 8.
  - RULER does not offer materials for a pilot, but an observation has been scheduled for a team of staff to see a RULER lesson in Arlington Heights School District 25.
  - The District Leadership Team developed a feedback form for staff who have volunteered to complete these pilots.
  - The District Leadership Team will review the feedback and make a recommendation to the Board of Education by June 2022.
- Oversee the continuation of a curriculum review process for the District 57 Tech Ed/Project Lead the Way (6-8)
  - A team of staff, which included the Technology Integration teacher and Project Lead the Way teacher, as well as building and district administration, toured Prospect High School and learned more about the pathways available to D57 students when they attend high school. This information will help to guide the curricular review process.
  - Tech Integration: The team is also in the process of reviewing recent issues and trends within the field, as well as standards, including the International Society for Technology in Education (ISTE) standards and the connections to the English Language Arts and Mathematics Common Core State Standards, to guide the curricular review process.

**Superintendent Goal #3-Safe, Caring, Supportive Learning Environment**

Strategic Objective	Superintendent Contract Goal
Ensure the development of self-awareness and self-management skills to achieve school and life success	<b>The Superintendent will ensure the continuous refinement and improvement of our districtwide systems to prioritize and support the social-emotional skills and needs of District 57 students and District 57 staff.</b>

Dr. Mary Gorr

District 57 Superintendent Goals 2021-2022

Maintain facilities that are updated and safe to support learning environments

**The Superintendent will ensure District 57 facilities are well maintained to support safe learning environments.**

**Performance Indicators**

**-The Superintendent will support and oversee professional development for District 57 staff aimed at supporting the effective integration of Social Emotional Learning Standards within District 57 student learning experiences.**

- Professional learning has occurred this year through our full-day district institute days and our half-day SIP days.
  - August 16 (Institute Day)-*Building Resilience & Creating Intentional Community* with Dr. Doug Bolton
  - October 8 (Half day SIP)-*Creating a Culture of Radical Belonging* with Dr. Doug
    - Dr. Doug Bolton provided a foundational understanding of trauma and the tools needed to address trauma. He asserts that schools have an incredible power to heal trauma and to build resilience within our students.
  - November 2 (Full day Institute Day)-All certified staff participated in professional learning focused on building student voice and choice. Certified staff also had choice-based professional learning. Topics related to social-emotional learning included: immersing SEL within classroom instruction, culturally responsive teaching, cooperative learning, Conscious Discipline strategies and tools within the classroom, classroom community circles, and anxiety in schools.
  - January 14 (Half Day SIP)-*Building Resilience and Creating a Culture of Community* led by district social workers and psychologists
    - This professional learning was a continuation of the October SIP day. Social workers and psychologists facilitated learning around how to proactively support our students and respond to their needs.

**-The Superintendent will investigate** resources for an equity audit in District 57.

- Investigated different resources for conducting equity audit for the district.
- Presented process and recommendation to Board of Education for input and approval at the October 21 Board Meeting.
- Based on the approval of the Board, Systemic Educational Equality, LLC is contracted to complete a district equity audit.
- District administration has been in communication with Systemic Educational Equality, LLC to determine the next steps, including establishing a District Equity Leadership Team which is presently occurring.

**-The Superintendent will oversee** the effective planning for construction projects for Summer 2022

- Master Facility Plan and Summer 2022 Proposed Construction Projects memo shared with board in November 2021 Board Packet.
  - Bidding has come in under budget.

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District 57 Superintendent Goals 2021-2022

-**The Superintendent will oversee** the effective monitoring of enrollment trends to determine if any additional classroom space is required for the 2022 – 2023 school year

- Enrollment study presented to the Board of Education in the fall of 2021.
- Mid-year analysis of enrollment changes in order to make any necessary preparations for staffing plan and building space.

**Superintendent Goal #4-Climate and Communications**

Strategic Objective	Superintendent Contract Goal
Operate in a framework that promotes a climate of trust, honesty, and respect among all district stakeholders	<b>The Superintendent will engage in actions and behaviors that positively contribute to building a climate of trust, honesty, and respect among all District 57 Stakeholders.</b>

**Performance Indicators**

-The implementation of a strategic District 57 Communications Plan that uses various communication channels and means to communicate to District 57 Stakeholders, including staff, families, and the Mount Prospect community at large.

- The District Communications Plan continues to be maintained and followed to leverage available communication channels for D57 Stakeholders.
- Exploration of new communication formats (News You Can Use in 57 Seconds video and D57 Instagram Page) aimed at widening our reach to keep D57 Stakeholders informed and engaged.

-**The Superintendent will conduct** frequent and ongoing communication with MPEA and MPESPA Leadership Teams to ensure collaborative and successful partnerships and **proactive problem-solving**.

- Bi-monthly meetings with MPEA Leadership Team and typically monthly meetings with MPESPA Leadership where collaboration and problem solving occurs.

-**The Superintendent will engage with** staff, students, parents, and families, **and community stakeholders in a manner that fosters a climate of trust, honesty, and respect.**



Dr. Mary Gorr

District 57 Superintendent Goals 2021-2022

- Communication with stakeholders is respectful, professional, and consistent with district values.

**Superintendent Goal #5-Highly Qualified Staff**

Strategic Objective	Superintendent Contract Goal
Recruit, hire, train, and retain qualified personnel in compliance with state and federal guidelines	<b>The Superintendent will oversee effective systems and structures that ensure that high-quality staff are recruited, hired, trained, supported, and retained in District 57.</b>

**Performance Indicators**

- The regular offering of Professional Development Sessions for District 57 Staff in areas such as Ed Tech, Assessment, Student Learning, Social Emotional Learning, and more.
- The effective implementation of a new staff induction and mentoring program.
  - New staff induction and mentoring programs occur throughout the year through the Department of Teaching and Learning. New staff meets monthly with Assistant Superintendent Dr. Vonder Haar to receive professional development and support. Staff also meet regularly with their district-assigned mentor, who receives training and compensation from the District.
- The bargaining of a new MPEA Collective Bargaining Agreement.
  - Meeting schedules are established, and preliminary meetings between District administration and MPEA leadership have occurred.
  - Bargaining is currently taking place with an anticipated completion date of May 2022.

**Superintendent Goal #6-Healthy Financial Position**

Strategic Objective	Superintendent Contract Goal
Ensure fiscal solvency of the District	<b>The Superintendent will effectively manage fiscal resources.</b>

Dr. Mary Gorr

District 57 Superintendent Goals 2021-2022

## Performance Indicators

**-The Superintendent will implement the District Strategic Plan.**

- Strategic plan aligned to Superintendent Goals.

**-The Superintendent will present a responsible staffing plan for the FY23 school year to the Board of Education in February 2022.**

- Initial FY23 staffing plan will be shared with the Board of Education at the February 17 meeting.

**-The Superintendent will ensure a year-end operating balance no less than 30% and no greater than 50% of the annual operating expenditures.**

- This performance indicator is on track to be achieved.



**MOUNT PROSPECT SCHOOL DISTRICT 57**  
**FY23 PRELIMINARY STAFFING PLAN**  
 Presented on February 17, 2022

	Fairview	Lions Park	Westbrook	Lincoln	Administration	Totals
<b>Administrators</b>	2.00	2.00	2.00	3.00	5.00	<b>14.00</b>
<b>Certified</b>	41.50	42.50	38.40	59.80	0.50	<b>182.70</b>
<b>ESP</b>	20.35	21.40	36.55	28.10	15.00	<b>121.40</b>
<b>Kids Corner ESP</b>	3.28	3.92	3.78			<b>10.98</b>
<b>ESP Total</b>	23.63	25.32	40.33	28.10	15.00	<b>132.38</b>
<b>TOTAL</b>	<b>67.13</b>	<b>69.82</b>	<b>80.73</b>	<b>90.90</b>	<b>20.50</b>	<b>329.08</b>
<b>TOTAL STAFFING PLAN FOR FY22</b>						<b>329.08</b>

	FY22 Official Staffing Plan	FY23 Preliminary Staffing Plan	Difference between FY22 Approved and FY23 Preliminary	FY23 March Approved Staffing Plan
	Approved: 9/23/21	Preliminary Presented: Feb 17, 2022		To be approved on March 17, 2022
Administrators	14.00	14.00	+0.00	
Certified	180.20	182.70	2.50	
ESP	151.38	132.38	-19.00	
Total	<b>345.58</b>	<b>329.08</b>	-16.50	

**Proposed changes from FY22 Staffing Plan for the FY23 Staffing Plan**

- Increase 1 social worker (.5 FTE at Lions Park for SOAR & .5 FTE at Lincoln)
- Increase 1.5 SLP (.5 FTE at LP & 1.0 FTE at WB)
- Decrease 17 Concurrent Assistants
- Decrease 4 custodians



**Mount Prospect**  
School District 57

# **Winter 2022 Benchmarking**

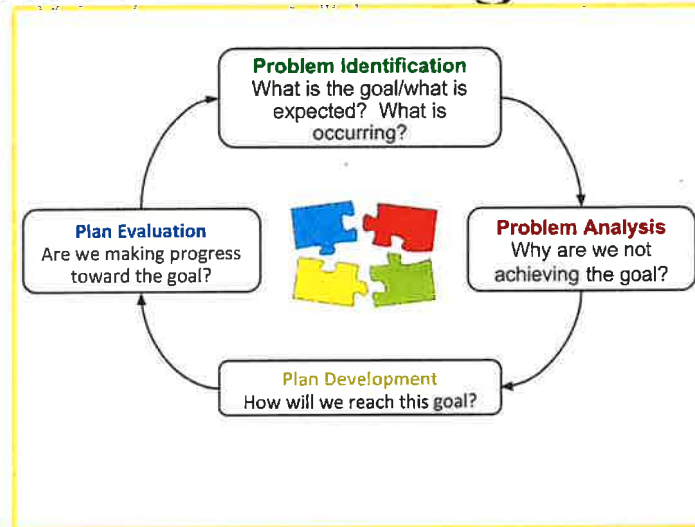
**February 17, 2022**  
**Dr. Kristin Vonder Haar**

# Benchmarking



- Gather information regarding students' academic skills
- Inform teaching and learning practices
- Takes place three times per year (Fall, Winter, Spring)
- Data days occur after benchmarking is complete
  - Review grade-level and group-level data to ensure that Tier I (core instruction) will meet the needs of the majority of our students
  - Set goals (Tier I, Tier II, and Tier III)
  - Identify students needing additional support

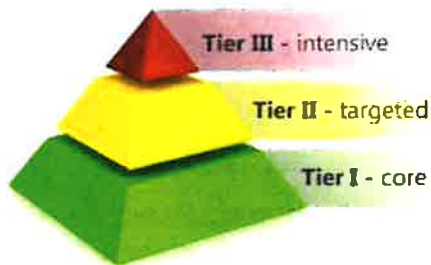
# Problem-Solving Process



# Data Analysis

## Program Evaluation

Tier 1 - Core Instruction



Multi-Tiered System of Supports

## Resource Allocation

- **District Level:** Resource allocation across buildings
- **Building Level:** Resources for individual students at the Tier II and Tier III levels



# Student Growth Summaries



- Summarize growth at different levels (district, building, and school) by grade and subject area
- Compare growth to norms
- Adjust instruction and use of materials
- Support allocation of resources



# Considerations

- Fall-to-Winter Growth
  - Some sub-tests may be new to students
  - Students may not have learned the skills that are being assessed yet





# Kindergarten-Grade 1

# FastBridge

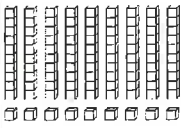
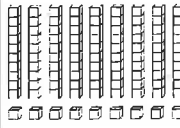
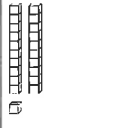
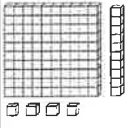
Read ► We will do an activity with word sounds. I'll say a word, and you will tell me the sounds in the word. So if I say "bat," you say, /b/ /a/ /t/. Let's try one together.

Read ► If I say "dot", you say...

Correct (No score): Student says /d/ /o/ /t/.

Read ► Good. "Dot" has the sounds /d/ /o/ /t/.

Move to Test Items.

<p>Circle 38.</p>  <p>□ □</p>	<p>Circle 85.</p>  <p>□ □</p>
<p>What number is this?</p>  <p>□ □</p> <input type="text"/>	<p>What number is this?</p>  <p>□ □</p> <input type="text"/>

- **FastBridge Early Reading** performance is an indicator or “thermometer,” of student reading development. It is designed to assess reading skills that predict successful reading of connected text.
- **FastBridge Early Math** performance is an indicator or “thermometer,” of student math development. It is designed to assess initial math skills that predict later mathematical performance.



# Reading

## Fall 2021-Winter 2022 Growth



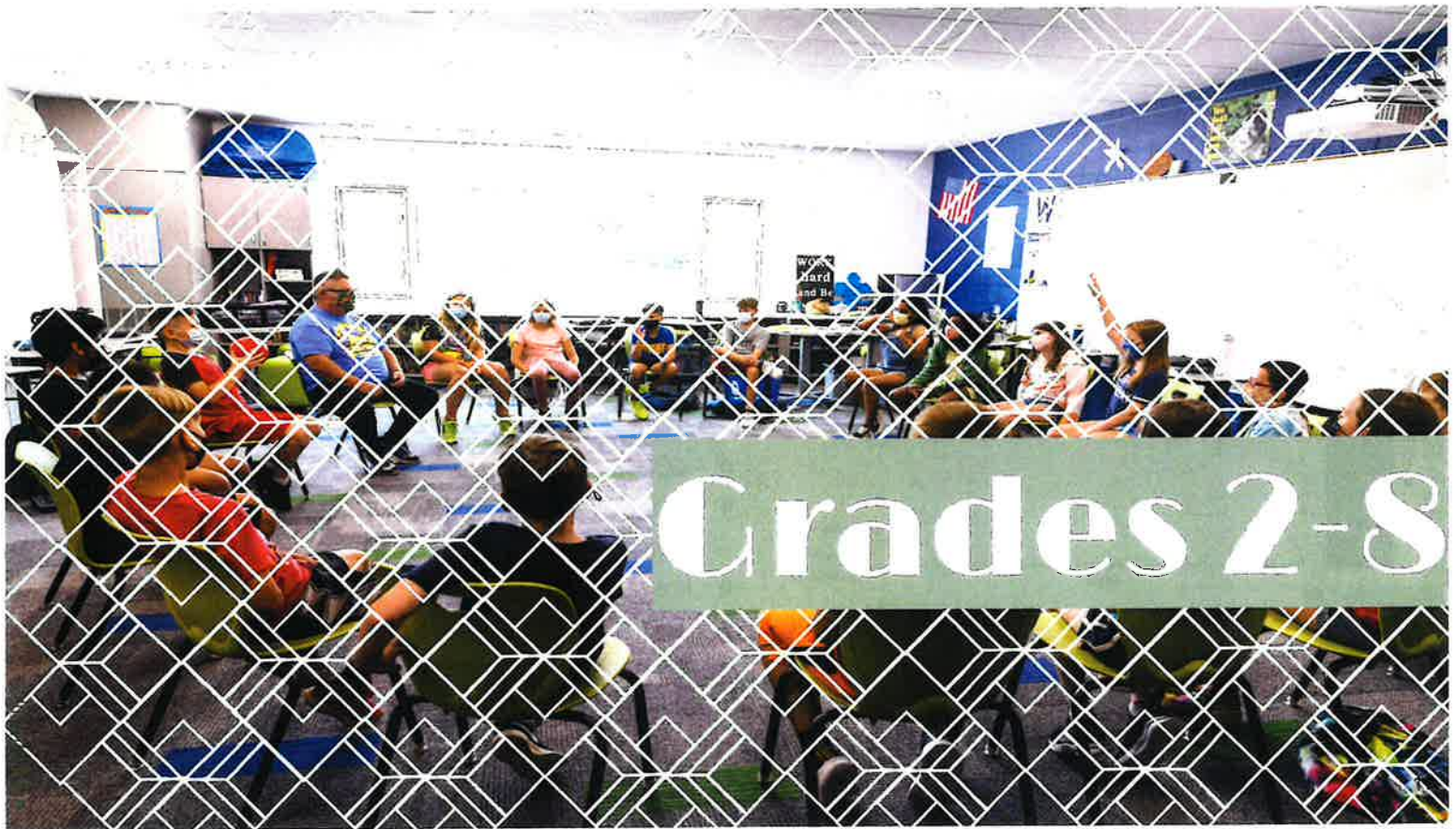
Grade Level	Median Student		Monthly Observed Median Growth	
	Fall Score	Winter Score	Score	%ile
KG	35	50	3.38	33
ONE	34	58	4.51	65

# Math

## Fall 2021-Winter 2022 Growth



Grade Level	Median Student		Monthly Observed Median Growth	
	Fall Score	Winter Score	Score	%ile
KG	41	61	4.30	34
ONE	51	59	1.80	47

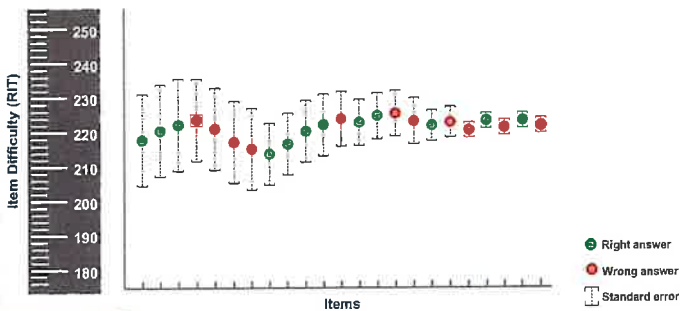


Grades 2-8



# NWEA MAP Growth

- An **adaptive assessment** that is designed to measure student achievement in the moment and growth over time, regardless of grade level
  - Purpose: determine what the student knows and is ready to learn next
  - 40-53 questions
  - Overall score for each subject: math and reading
  - Instructional area scores
  - Average time for each test: 45-75 minutes
  - **Students are expected to answer 50 percent of the questions correctly**



# Reading

## Fall 2021-Winter 2022 Growth

Grade (Winter 2022)	Total Number of Growth Events	Fall 2021			Winter 2022			Growth		Grade-Level Norms		
		Mean RIT Score	Standard Deviation	Achievement Percentile	Mean RIT Score	Standard Deviation	Achievement Percentile	Observed Growth	Observed Growth SE	Projected School Growth	School Conditional Growth Index	School Conditional Growth Percentile
2	237	178.4	18.5	82	187.6	17.4	83	9	0.5	9.0	0.17	57
3	237	193.3	15.2	82	200.2	14.5	81	7	0.5	7.1	-0.18	43
4	234	201.3	16.4	74	207.8	14.4	77	7	0.5	5.7	0.70	76
5	266	213.0	12.3	88	217.4	12.1	88	5	0.4	4.4	0.01	51
6	232	218.8	12.9	89	220.8	13.0	84	2	0.4	3.4	-1.36	9
7	241	220.8	13.1	82	224.7	13.2	86	4	0.5	2.7	1.18	88
8	255	227.9	12.2	90	230.3	12.8	90	2	0.5	2.2	0.15	56

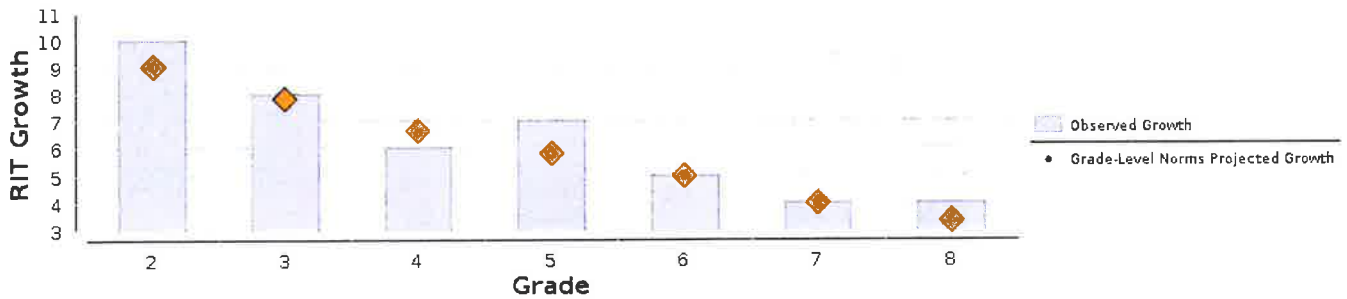
Language Arts: Reading



# Mathematics

## Fall 2021-Winter 2022 Growth

Grade (Winter 2022)	Total Number of Growth Events‡	Fall 2021			Winter 2022			Growth		Grade-Level Norms		
		Mean RIT Score	Standard Deviation	Achievement Percentile	Mean RIT Score	Standard Deviation	Achievement Percentile	Observed Growth	Observed Growth SE	Projected School Growth	School Conditional Growth Index	School Conditional Growth Percentile
2	239	175.7	13.3	55	185.9	11.8	62	10	0.5	9.0	0.91	82
3	237	192.2	11.8	73	200.6	12.0	76	8	0.4	7.8	0.46	68
4	233	202.2	13.6	65	208.6	14.0	64	6	0.4	6.6	-0.18	43
5	269	213.6	12.6	73	220.7	13.6	78	7	0.4	5.8	0.98	84
6	235	220.3	13.6	76	225.4	14.9	76	5	0.4	5.0	0.09	53
7	242	226.7	15.7	77	231.0	16.5	78	4	0.4	4.0	0.26	60
8	252	235.9	15.8	87	239.7	17.4	88	4	0.4	3.3	0.36	64



# Benchmarking Data

- Identifies what students know and are ready to learn next
- Summarizes growth at different levels (district, building, and class) by grade and subject area
- Compares growth to norms
- Supports teachers in adjusting instruction and the use of materials
- Supports allocation of resources
- Informs professional learning needs





# Thank you



**Mount Prospect School District 57**  
**Office of the Director of Technology**

**To:** Dr. Mary Gorr

**From:** Mark Fijor, Director of Technology

**Date:** February 17, 2022

**Re:** Technology Strategic Plan Update

**Executive Summary:**

The district is on track to complete all technology-related items listed on the District 57 Strategic Plan, including planning for the replacement of intercom systems at Westbrook and Fairview. Looking forward, supply chain delays and microchip shortages will impact purchasing and the timing of projects. The Technology Department will maintain the district's existing device program and provide professional learning and family engagement opportunities while improving our cybersecurity and disaster resiliency.

**Background:**

The following are important areas of consideration:

**Infrastructure:**

The district ordered wireless access points in May 2021 to replace the aging infrastructure to be reimbursed using E-Rate funding. However, the school district has not received the new equipment due to supply chain delays and a global chip shortage. This delay has required the licensing extension for the existing infrastructure to maintain uptime. Leadtimes on new equipment are expected to be unpredictable throughout the summer and may impact the timing of purchases and projects.

The replacement of the Westbrook analog intercom system is a part of the district's strategic plan and master facilities plan. As such, the district will be working with vendors this spring to plan for a digital or hybrid replacement that integrates with existing hardware and our intercom management system, Informacast. In addition to the intercom speakers, we may need additional networking capabilities, including cabling and network switches. The system's purchase would occur in FY23, and we would install the system as soon as the equipment is available.



**Devices:**

The district has completed a four-year replacement cycle for all student and staff devices during the 2021-2022 school year. The district purchased additional devices using ESSER funds for third-grade so that all student devices were within the four-year warranty period. The district will continue purchasing devices at first and fifth-grade levels moving forward.

After getting feedback from staff and parents, the decision was made to switch kindergarten devices from Chromebooks to iPads. The district will provide early childhood and kindergarten students with an iPad and transition to a Chromebook in first grade.

Additionally, the district implemented a device take-home policy for students in grades 2-8. After the district adopted its E-Learning plan, students at Westbrook were asked to take their devices home during the winter months. The district provided families with additional iPad chargers to keep at home during this period.

**Data and Cybersecurity:**

Over the summer, the district replaced the existing content filter with GoGuardian. GoGuardian allows for more granular filtering by each school and notifies school principals of incidents where students try to access explicit content. Additionally, GoGuardian includes a GoGuardian Teacher, a classroom management tool that gives teachers more control over devices and access to students' screens and browsing data while in school. GoGuardian also provides a parent app that allows parents to block additional content while at home in addition to setting screentime schedules and internet access.

The Student Online Personal Protection Act (SOPPA) went into effect on July 1, 2021, and the district obtained nearly 100 individual agreements with vendors to comply with this law. The district developed an app-approval process that was shared with staff in the fall. The listing of vendors and approved resources are posted on the district's website under the Technology section.

Over the next year, the district will continue to focus on improving cybersecurity, including but not limited to quarterly phishing campaigns and training for staff and implementing multi-factor authentication when required by our cyber liability insurance. The district will also improve disaster recovery and resiliency, including redundant backups, upgrading battery backups, and documentation.

**Professional Learning and Community Outreach:**

The decision was made to change the title of the district technology coaches to Instruction and Technology coaches to continue supporting teachers' professional learning needs. This

change will add a greater focus to the instructional aspect of technology integration and will help address some of the instructional challenges of the pandemic.

The Instruction and Technology Coaches had developed an #EmpowerD57 framework involving creative opportunities to deepen practice and promote collaboration with peers while challenging teachers to rethink traditional approaches to learning with technology to improve student outcomes. Additionally, the coaches conducted a student engagement survey to learn how they best learn. This feedback was shared with staff and informed the strategies and practices presented at institute days this year. The district also provided NWEA MAP Growth Training during the October institute day and Lincoln team meetings to review data and explore ways teachers can use data to inform instruction.

In December, nearly 90 families participated in the virtual Family Coding Night that included activities designed by teachers and staff members to build awareness and families with the coding activities at the schools. In February 2022, the district hosted a virtual Family Technology Night that described the tools and devices used to keep families informed about the various technology initiatives in the district.

The technology department will plan to increase the number of learning opportunities for parents and families next year should social distancing limitations decrease.

Staff Report 2

# District 57 Technology Updates

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February 17th, 2022



## 2021-2022 COVID Response Support

- Purchased and assisted with the setup of hardware to support concurrent instruction.
- Coordinated the distribution of additional laptops for classrooms needing quarantine Zoom access.
- The district was responsible for rostering and managing student SHIELD testing information.



# 2021-2022 Summer/Fall Projects



New Lions Park Classrooms

3





## 2021-2022 Summer/Fall Projects



Lions Park Multipurpose Room Renovation

4



## 2021-2022 Summer/Fall Projects



New Lions Gym Projector

5



## Supply Chain Delays & Chip Shortages

- Wireless Access Points have been delayed since May 2021.
- Leading to unpredictable lead times and unprecedented delay for electronics.
- We will closely monitor availability when planning projects for summer and next year.



## Student Devices

- Implemented a 4-year device replacement cycle with new devices purchased at 1st and 5th grade.
- iPads were purchased for Kindergarten.
- Take-home policy for devices in 2nd through 8th grade.
- E-Learning required all student devices go home during the winter months.





# SOPPA

- Student Online Personal Protection Act (SOPPA) went into effect on July 1, 2021.
- Nearly 100 resources added to the district’s approved resource list.

The screenshot shows a webpage titled "Approved Online Resources" with a table listing various educational resources. The table has columns for Resource Name, Website Name, Agreement Status, Agreement Type, Agreement Date, Grade Level, and Contact Info. Visible resources include Khan Academy, Edmentum, My Brain Learning, and a resource named "Moodle".

Resource Name	Website Name	Agreement Status	Agreement Type	Agreement Date	Grade Level	Contact Info
Khan Academy	Khan Academy	Approved	Approved - Family 1	08/19/2021	K-12	2021-2022
Edmentum	Edmentum, Inc.	Approved	Approved - Family 1	08/19/2021	K-12	2021-2022
My Brain Learning	My Brain Learning, LLC	Approved	Approved - Family 1	08/19/2021	K-12	2021-2022
Moodle	Moodle.org	Approved	Approved - Family 1	08/19/2021	K-12	2021-2022



## GoGuardian Filtering

- Implemented GoGuardian Filtering to replace Securly over the summer.
- Allow for more granular filtering by school
- Notifications for principals when a student tries to access explicit content



## GoGuardian Teacher

- Provides a classroom management tool for teachers
- Teachers can see student browsing activity in real-time or through accessing history reports.
- Allows for additional controls like paused browsing or creating scenes to limit access to websites not a part of classroom instruction.



## GoGuardian Parent

- Available for on all Chromebooks.
- Allows parents to have more control over at-home browsing.
- Parents can create schedules for students and control access to the internet.





# Technology Department Roles and Responsibilities

- Changed the role of Technology Services Coordinator position to Network and District Operations Specialist.
- This new role allows district to take on responsibilities that were previously outsourced.
  - Infrastructure
  - Updates and Patching
  - Cyber Security
- Allowed for flexibility for administrative tasks and increased professional learning opportunities.



## Professional Learning

- Changed the title of our coaches to Instruction and Technology Coaches.
- #EmpowerD57 initiative connected to ISTE standards launched in the Fall.
- Training on student engagement was provided at multiple institute days incorporating student voice through surveys.
- Worked with our coaches and LRC team to develop a profile of characteristics and skills that make up a D57 learner.
- NWEA MAP Training was provided at institute day and during Lincoln team meeting times.



## Parent and Family Outreach

- Family Coding night was offered virtually as part of the Hour of Code with over 80 families participating.
- Parent Technology Information Night was offered in February.



## Communication

- Introduced Swift K12 Messaging for district and school communication.
- Ability to send emails, calls and SMS messaging through a unified platform connected to PowerSchool.
- Plan on adding native language communication in 2022-2023.



# Upcoming Projects





## Technology Steering Committee

- Committee comprised of representatives from each school to looking to create a universal classroom design to inform future purchasing decisions and support best practices in instruction.
- Assist in creating a 5 year budget plan to control costs.



## Registration Updates

- Continue to refine student contact data.
- Create clearer language around the process and data that is collected.
- Modifications to comply with state laws and requirements for data collection.



## Intercoms

- Replace outdated analog intercom system at Westbrook in 2022-2023.
- Plan to replace Fairview's intercom system in 2023-2024.
- By 2024 all systems will be managed through a centralized platform.



## Security

- Continue focus on improving cybersecurity including conducting quarterly phishing testing and training.
- Improve disaster recovery and resiliency including redundant backups, upgrading battery backups and documentation.
- Explore options for adding additional security cameras to exteriors of the buildings.



# Questions?







## Board of Education

701 West Gregory Street, Mount Prospect, Illinois 60056-2296  
P (847) 394-7300 / F (847) 394-7311 / [www.d57.org](http://www.d57.org)

### Board Minutes for January 20, 2022

President Eileen Kowalczyk called the Regular Business Meeting of the Board of Education of January 20, 2022, held at Fairview School, to order at 7:00 p.m. Board members present: Corrin Bennett-Kill, Kevin Bull, Vicki Chung, Jennifer Ciok, Eileen Kowalczyk, and Kimberly Fay joined the meeting virtually. Absent: None

Pledge of Allegiance - Mount Prospect Cub Scout Pack 151

### Communications

#### Board of Education

*NSSEO:* Member Chung attended the meeting on January 5 and shared this month's Shining Stars were two students from District 25. NSSEO received a grant from The Bureau of Justice for \$550,000, and they were only one of 71 recipients to receive this grant nationwide. The annual Winter Wonderland will be at Sunrise Lake. The next meeting is Wednesday, February 2, 2022.

*Education Foundation:* Member Ciok attended the last meeting on January 18 via zoom. She reported they received a donation from @Properties Realtors for a portion of all home sales. The Ed Foundation grant meeting will be on February 2, and there were eight grants requested this year. Further information is to come on the prospective date of April 8 for the Education Foundation Gala.

*PTO Reports:* Vice President Fay (Lincoln), Member Kobus (Westbrook), Member Bennett-Kill (Fairview), and Member Bull (Lions Park) reported on PTO meetings and events at the schools.

*Board President's Report:* President Kowalczyk shared that the February 4 tentative meeting will be canceled. Member Bull announced that he is resigning from the Board of Education on February 4, 2022. President Kowalczyk thanked Member Bull for his service and advised the community this position will be filled within 60 days. President Kowalczyk reported that further information would be relayed to the public on February 4 regarding a new board member's interview process.

#### Community Comments

President Kowalczyk explained that this was the first of two opportunities for the community to address the Board. Individuals should provide their names and limit their comments to three minutes.

The first to address the Board were four executive team members of MPEA (Dina Rush and Amy Traversone) and MPESPA (Jenny McGoan and Elin Lonergan). They thanked the Board of Education and members for the decisions made during this challenging time and keeping the safety mitigations in place.

The next speaker wanted to extend gratitude to Member Bull for his service, wished him the best, and discussed masks in school.

## Staff Reports

### ❖ Financial Projections

Assistant Superintendent For Finance and Operations, Mr. Jason Kaiz, shared his presentation of financial projections at the current time and best assumptions based on historical facts. Mr. Kaiz first updated the Board on the current budget and explained projections through 2027. Next, Mr. Kaiz reviewed the summer 2022 building improvements and bid packages. He explained the further out we go, the less reliable our projections may be. Mr. Kaiz will soon publicize the Citizens Finance Advisory Committee and start the meetings in Spring 2022 with parents and community members.

### ❖ Code of Conduct -

Ms. Sara Tyburski, Director of Student Services, shared the Code of Conduct is reviewed and is approved annually by the Board. The parent-teacher advisory committee met on October 27, 2021 regarding the Code of Conduct and made slight changes.

### ❖ FY22 Extended School Year(ESY) Summer Band and Orchestra

Dr. Kristin Vonder Haar discussed the Extended School Year program serving students receiving special education services and for those that require continued instruction. It will be held for 15 days of in-person instruction at Lions Park School and include services for Emergent Bilingual Learners. The District is also in the process of exploring Summer Bridge programming for those requiring additional support in Math and Reading.

### ❖ Superintendent's Report

#### Covid Update

Superintendent Gorr informed the Board that the Illinois Department of Health(IDPH) has added approximately 100 pages of new guidance on January 11. Most notably, the days required for quarantine have been shortened to 5 days for most scenarios. In addition, all of our schools are in the process or have transitioned to 6 feet of distance during the maskless time during lunch. This transition will result in less close contact scenarios.

#### Shield Testing

Dr. Gorr shared the number of students participating in SHIELD testing currently is approximately 56% of students. We saw a 5% positivity rate of those being tested in January, up from 1% in December. The testing is catching asymptomatic cases and preventing others from becoming infected.

#### Staffing Update

Staff absences are improving slightly, but we continue to be challenged by the shortage of substitute teachers and instructional assistants. Superintendent Gorr shared her gratitude to the teachers, support staff, and administrators for their flexibility in covering unfilled positions each day.

#### Freedom of Information Act Report (FOIA)

Requests for information have been received from the following entities in accordance with the Freedom of Information Act. All requests have been responded to within the appropriate time frame by Superintendent Gorr as the District's FOIA Officer.

➤ On December 15, 2021, we received a request from Lauren Moore requesting records of emails, text messages, attachments, agreements between union leaders and Superintendent Gorr in response to masks, coverings, vaccination, and lawsuit.

An extension was submitted on December 17, 2021. A response was sent on December 30, 2021. Ms. Moore requested the Public Access Bureau to review the FOIA response. A response was submitted to the Public Access Bureau on January 19, 2022.

- On January 6, 2022, we received a request from the Labor Management Cooperation Committee/Chicagoland Laborers’ District Council requesting a Copy of the bid results(AS READ)from the bid opening on January 06, 2022, @2:00 pm for the 2022 Renovations at Four Schools Bid opening. A response was sent on January 7, 2022.
- On January 11, 2022, we received a request from ABC7 Chicago asking for documentation of remote learning equipment. A response was sent on January 13, 2022
- On January 13, 2022, we received a request from SMART PROCURE asking for a spreadsheet of purchases and vendors. A response was sent on January 13, 2022

**Consent Agenda**

President Kowalzyk said it was necessary to pull the Minutes from the Consent Agenda because all members were not present at the December 16 Regular Business Meeting and the December 16 Special Meeting. Member Ciok reviewed the bills and said everything was in order. President Kowalzyk entertained a motion to approve the minutes for the December 16 Regular Business Meeting and Closed Session minutes. Member moved, seconded by Member Bull. Roll call vote resulted as follows:

Yes: Bennett-Kill, Bull, Ciok, Fay, Kobus, Kowalzyk  
 No: None  
 Abstain: Chung  
 Absent: None Motion carried.

President Kowalzyk entertained a motion to approve the remaining items of the consent agenda. Member Chung moved, seconded by Member Kobus, to approve the remaining items of the Consent Agenda as follows:

Item 2. Personnel Transactions

That the Board of Education approves the employment of the following ESP individual:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Hire Date</u>	<u>Salary</u>
Colleen Warner	Instructional Assistant	Lions Park	01/10/22	\$16.42/hr

That the Board of Education accepts the resignation of the following ESP employees:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
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Sylwia Engquist	Building Technology Assistant	Lions Park	12/27/21
Cristina Jimenez	Health Clerical Assistant	Lincoln	01/02/22

- Item 3. Financial Reports – December 2021
- Item 4. Accounts Payable Bills totaling \$447,366.49

Roll call vote resulted as follows for the remainder of the Consent Agenda:

Yes: Bennett-Kill, Bull, Chung, Ciok, Fay, Kobus, Kowalczyk  
No: None  
Absent: None Motion carried.

**Unfinished Business**

None

**Community Comments**

President Kowalczyk said this was the second opportunity if anyone from the audience wished to address the Board. No one from the audience addressed the Board at this time.

**New Business**

None

**Board Discussion**

None

**Closed Session**

President Kowalczyk said there was a need to go into closed session for Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. Member Ciok moved, seconded by Member Chung, to move into closed session at 8:10 pm.

Yes: Bennett-Kill, Bull, Chung, Ciok, Fay, Kobus, Kowalczyk  
No: None  
Absent: None Motion carried and the Board convened into closed session at 8:10 p.m.

**Regular Session**

President Kowalczyk made a motion, seconded by Member Chung, to return to open session. All members present voted yes and the Board reconvened into open session at 9:37 p.m.

**Adjournment**

There being no further business to come before the Board, President Kowalczyk entertained a motion to adjourn the meeting. Member Ciok moved, seconded by Vice President Fay, to adjourn the meeting. Roll call vote resulted as follows:

Yes: Bennett-Kill, Bull, Chung, Ciok, Fay, Kobus, Kowalczyk  
No: None Motion carried and the meeting adjourned at 9:37 p.m.

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Roberta Flack, Secretary

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Eileen B. Kowalczyk, President

Date of approval: February 17, 2022





## Mount Prospect School District 57 Board of Education

### PERSONNEL TRANSACTIONS

**February 17, 2022**

POLICY REFERENCE 5:30

That the Board of Education accept the resignation from second year leave of absence of the following certified employees:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Margaret Balk	Teacher	Westbrook	End of 2021/22 School year
Ella Bruno	Teacher	Westbrook	End of 2021/22 School year
Alison Kuebler	Teacher	Lincoln	End of 2021/22 School year

That the Board of Education approves the employment of the following ESP individual:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Hire Date</u>	<u>Salary</u>
Tera Herling	Instructional Assistant	Lincoln	01/21/22	\$17.63/hr
Katherine Minogue	Instructional Assistant - .60 FTE	Westbrook	01/31/22	\$17.63/hr

That the Board of Education accepts the retirement of the following ESP employees:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Cindy Bartnicki	Kids Corner	Fairview	End of 2021/22 School year

## **MOUNT PROSPECT SCHOOL DISTRICT 57**

### **Monthly Financial Report Unaudited January 2022**

**Fund Balance Report  
Treasurer's Report  
Revenue Report  
Expenditure Report  
Cash and Investment Summary  
Payroll Ratification  
Accounts Payable Ratification**

**Jason Kaiz**  
Assistant Superintendent  
for Finance and Operations/CSBO

**Nick Honcharuk**  
Accounting Coordinator

# Mount Prospect School District 57

## Fund Balance Report

January 2022

### Board Funds

Fund	Description	Unaudited	YTD	YTD	YTD	Fund
		Fund Balance	Revenues	Expenditures	Transfers	Balance
		7/1/2021				1/31/2022
10	Educational	\$ 5,499,850	12,329,590	11,987,094	\$ -	\$ 5,842,346
20	Operations & Maintenance	4,807,280	2,397,727	1,233,817	-	5,971,190
30	Debt Service	1,504,726	399,882	631,021	-	1,273,587
40	Transportation	687,838	505,691	281,511	-	912,018
50	I.M.R.F.	115,115	122,786	191,185	-	46,716
51	Social Security	(17,610)	195,112	249,229	-	(71,727)
60	Capital Projects	(4,200,564)	-	1,560,600	-	(5,761,164)
70	Working Cash	3,025,893	165,839	-	-	3,191,732
<b>Total</b>		<b>\$ 11,422,528</b>	<b>\$ 16,116,625 **</b>	<b>\$ 16,134,444 **</b>	<b>\$ -</b>	<b>\$ 11,404,698</b>

### Activity Fund

Account	Description	Balance	YTD	YTD	YTD	Account
		7/1/2021	Revenues	Expenditures	Transfers	Balance
						1/31/2022
100	Education Foundation	\$ 2,510	18,536	21,046	\$ -	\$ -
300	Fairview Clearing	9,951	22,424	25,212	-	\$ 7,164
400	Lincoln Clearing	18,662	9,241	7,240	-	\$ 20,663
500	Lions Park Clearing	7,478	873	1,633	-	\$ 6,719
600	Westbrook Clearing	17,665	1,126	10,655	-	\$ 8,136
*****	Covid-19 Fund Donations	3,128	5,686	4,605	-	\$ 4,209
<b>Total</b>		<b>\$ 59,394</b>	<b>57,887</b>	<b>70,389</b>		<b>\$ 46,892</b>

\*\* Total not exact do to rounding

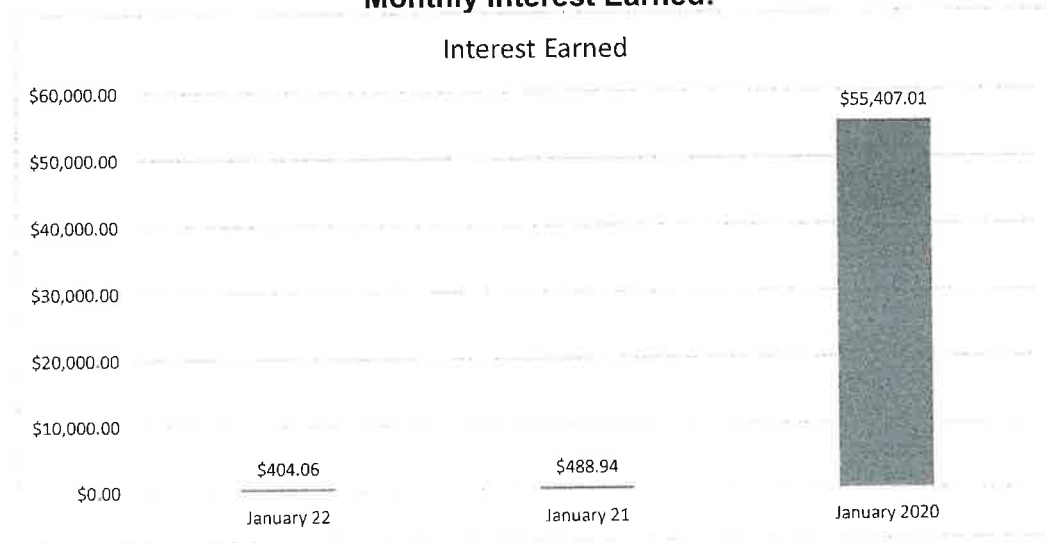
# Mount Prospect School District 57

## Treasurer's Report

January 2022

Institution	Type	Yield	Value
BMO-Harris Bank	Collateral MMA	0.08%	\$ 548,334
Fifth Third Bank (fka MB Financial)	Collateral MMA	0.05%	\$ 1,042,192
PMA	Collateral SDA/FDIC MMA	0.02%	\$ 8,050,410
IL Funds	LGIP	0.02%	\$ 2,186,403
<b>Total:</b>			<b>\$ 11,827,340</b>

### Monthly Interest Earned:



# Mount Prospect School District 57

## Revenue Report January 2022

Source	Source Description	Budget	Activity	Balance	% of budget remaining	
					2022 YTD	2021 YTD
11XX	Property Taxes	\$ 27,121,812	\$ 12,745,336	\$ 14,376,476	53.0%	56.07%
1230	CPPR Taxes	512,000	580,959	(68,959)	-13.5%	17.55%
13XX	Summer School Tuition	6,000	-	6,000	100.0%	100.00%
1411	Transportation Fees	281,000	293,656	(12,656)	-4.5%	112.73%
1510	Interest Earnings	170,500	14,544	155,956	91.5%	44.64%
1611	Food Service Fees	200	(171)	371	185.5%	80.27%
1720	Activity Fees	95,100	95,570	(470)	-0.5%	81.12%
1811	Instruction Fees	256,000	248,230	7,770	3.0%	0.28%
1910	Facility Rentals	-	-	-	0.0%	0.00%
1920	Donations	100	-	100	100.0%	100.00%
1950	Refund of PY Expenditures	30,000	59,716	(29,716)	-99.1%	37.24%
1960	TIF Revenue	21,000	-	21,000	100.0%	-21.75%
1993	Kids' Corner & Circle of Friends	675,000	434,145	240,855	35.7%	88.44%
1999	Other Local Revenues	50,100	46,581	3,519	7.0%	65.58%
<b>Sub-Total Local</b>		<b>\$ 29,218,812</b>	<b>\$ 14,518,566</b>	<b>\$ 14,700,246</b>	<b>50.3%</b>	<b>56.35%</b>
3001	Evidence Based Funding Formula (GSA)	2,000,000	1,120,020	879,980	44.0%	45.45%
31XX	Special Education	25,000	2,522	22,478	89.9%	89.46%
3305	Bilingual Education	15,000	-	15,000	100.0%	100.00%
3360	Food Service	400	639	(239)	-59.7%	46.22%
35XX	Transportation	43,500	3,859	39,641	91.1%	51.68%
3780	Library Grant	1,978	302	1,676	84.7%	-4.72%
<b>Sub-Total State</b>		<b>\$ 2,085,878</b>	<b>\$ 1,127,342</b>	<b>\$ 958,536</b>	<b>46.0%</b>	<b>47.02%</b>
42XX	Food Service	900	107,493	(106,593)	-11843.7%	98.22%
4300	Title I	114,496	14,290	100,206	87.5%	-19.10%
4500	ESSER II and III	1,155,081	82,060	1,073,021	92.9%	48.61%
46XX	Special Education	601,874	183,789	418,085	69.5%	100.00%
4800	Stimulus Programs	-	31,176	-	-	100.00%
4909	Title III	19,316	12,759	6,557	33.9%	35.64%
4932	Title II	43,540	4,245	39,295	90.3%	35.64%
49XX	Medicaid Matching	70,000	34,905	35,095	50.1%	62.24%
4999	Cares Act / Emergency relief fund	-	-	-	0.0%	0.00%
<b>Sub-Total Federal</b>		<b>\$ 2,005,207</b>	<b>\$ 470,717</b>	<b>\$ 1,565,666</b>	<b>78.1%</b>	<b>55.52%</b>
<b>Total</b>		<b>\$ 33,309,897</b>	<b>\$ 16,116,625</b>	<b>\$ 17,224,448</b>	<b>51.7%</b>	<b>56.54%</b>



# Mount Prospect School District 57

## Expenditure Report January 2022

Function	Program Name	Budget	Activity	Balance	% of budget remaining	
					2022 YTD	2021 YTD
1000	Mentoring Stipend	\$ 21,548	\$15,423	\$ 6,125	28.4%	-42.7%
11XX	Regular Programs	12,475,065	\$5,305,289	\$ 7,169,776	57.5%	40.5%
1200	Special Education Programs	4,440,659	\$1,720,581	\$ 2,720,078	61.3%	45.6%
1500	Interscholastic Programs	145,127	\$45,795	\$ 99,332	68.4%	88.7%
1600	Summer School Programs	16,500	\$2,397	\$ 14,103	85.5%	24.5%
1800	Bilingual Programs	333,795	\$156,103	\$ 177,692	53.2%	44.5%
2110	Social Worker	448,825	\$185,577	\$ 263,248	58.7%	42.8%
2130	Health Services	460,638	\$217,501	\$ 243,138	52.8%	47.9%
2140	Psychological Services	247,454	\$105,099	\$ 142,355	57.5%	42.4%
2150	Speech & Audiology Services	717,007	\$300,729	\$ 416,278	58.1%	42.0%
2190	Other Support Services - Pupils	181,748	\$98,357	\$ 83,391	45.9%	98.1%
2210	Improvement of Instruction Services	571,207	\$246,737	\$ 324,470	56.8%	49.8%
2220	Educational Media Services	433,248	\$196,777	\$ 236,471	54.6%	45.0%
2230	Assessment and Testing	45,000	\$43,098	\$ 1,902	4.2%	13.6%
2310	Board of Education Services	187,450	\$85,925	\$ 101,525	54.2%	63.8%
2320	Executive Administration Services	393,419	\$233,389	\$ 160,030	40.7%	42.5%
2330	Special Area Administrative Services	237,437	\$146,777	\$ 90,660	38.2%	28.6%
236X	Insurances	201,000	\$192,250	\$ 8,750	4.4%	-5.4%
2410	Office of Principal Services	1,710,797	\$1,078,549	\$ 632,248	37.0%	40.1%
2510	Direction of Business Support Services	309,868	\$186,905	\$ 122,963	39.7%	39.2%
2520	Fiscal Services	318,917	\$200,973	\$ 117,944	37.0%	47.0%
2530	Construction Services	3,000,000	\$1,560,601	\$ 1,439,399	48.0%	21.0%
2540	O&M of Plant Services	2,500,556	\$1,303,213	\$ 1,197,343	47.9%	45.3%
2550	Pupil Transportation Services	757,800	\$281,511	\$ 476,289	62.9%	81.3%
2560	Food Services	170,650	\$114,575	\$ 56,075	32.9%	37.9%
2570	Internal Services	47,100	\$7,866	\$ 39,234	83.3%	41.3%
2620	Research and Development	5,000	\$0	\$ 5,000	100.0%	63.0%
2630	Information Services (Public Relations)	35,000	\$19,732	\$ 15,268	43.6%	41.7%
2640	Staff Services (Human Resources)	217,125	\$169,596	\$ 47,529	21.9%	25.6%
2660	Data Processing Services (Technology)	1,359,020	\$825,464	\$ 533,556	39.3%	24.3%
3000	Child Care Services	334,239	\$139,710	\$ 194,529	58.2%	50.1%
4120	Payments for Special Education Programs	443,344	\$316,926	\$ 126,418	28.5%	50.0%
5XXX	Debt Services	789,600	\$631,020	\$ 158,580	20.1%	18.0%
8190	Other Transfers	0	\$0	\$ -	0.0%	0.00%
<b>Total</b>		<b>\$ 33,556,143</b>	<b>\$16,134,444</b>	<b>\$ 17,421,699</b>	<b>51.9%</b>	<b>40.3%</b>

# Mount Prospect School District 57

## Cash and Investment Summary January 2022

### Board Accounts

<b>Bank</b>	<b>Description</b>	<b>Ending Balance</b>
Various	Investments per Treasurer's Report	\$ 11,827,340
Huntington Bank	Imprest Account	\$ 5,000
Illinois National	E-Pay Settlement Account	\$ 5,000
Huntington Bank	Board Account	\$ 734,350
Huntington Bank	Payroll Account	\$ -
	<b>Total</b>	<b>\$ 12,571,690</b>

### Activity Account

<b>Bank</b>	<b>Description</b>	<b>Ending Balance</b>
Huntington Bank	Activity Account	\$ 46,892
	<b>Total</b>	<b>\$ 46,892</b>

# Mount Prospect School District 57

## Payroll Ratification

January 2022

	<u>Fund</u>	<u>Amounts</u>
<b>Salaries</b>	Educational	\$ 724,124
	Operations & Maintenance	\$ 173,461
	1/14/2022 Salary	\$ 897,584
<b>Benefits</b>	Educational	\$ 41,610
	Operations & Maintenance	\$ 6,381
	Municipal Retirement/Social Security	\$ 34,399
	1/14/2022 Benefits	\$ 82,389
	1/14/2022 Total	\$ 979,974
<b>Salaries</b>	Educational	\$ 737,057
	Operations & Maintenance	\$ 175,152
	1/31/2022 Salary	\$ 912,209
<b>Benefits</b>	Educational	\$ 40,064
	Operations & Maintenance	\$ 6,381
	Municipal Retirement/Social Security	\$ 33,683
	1/31/2022 Benefits	\$ 80,127
	1/31/2022 Total	\$ 992,336
<b>Payroll Total</b>		<u>\$ 1,972,309</u>

# Mount Prospect School District 57

## Accounts Payable Ratification

January 2022

<u>Fund</u>	<u>Amounts</u>
Educational	\$ 205,713.10
Operations & Maintenance	\$ 71,157.19
Debt Services	\$ -
Transportation	\$ 133,206.45
Municipal Retirement/Social Security	\$ -
Capital Projects	\$ 37,166.39
Working Cash	\$ -
Tort	\$ -
Activity Account	\$ 123.36
Fire Prevention & Safety	\$ -
<b>Accounts Payable Total</b>	<b>\$ 447,366.49</b>

## **MOUNT PROSPECT SCHOOL DISTRICT 57**

### **Accounts Payable Bills February 17, 2022**

In accordance with Board Policy 4:50 Operational Services–Payment Procedures, this order authorizes administration to pay the following accounts payable bills totaling \$449,582.90 as approved at the Board of Education meeting held on the date referenced above.

Reviewed by: \_\_\_\_\_  
Board of Education Member

Approved by: \_\_\_\_\_  
Board of Education President

Attested by: \_\_\_\_\_  
Board of Education Secretary

CHECK CHECK			INVOICE	ACCOUNT LEVEL	
NUMBER	DATE	VENDOR	NUMBER	DESCRIPTION	AMOUNT
555390	02/17/2022	INTEGRATED SYSTEMS C	0721889	FISCAL SVCS-CONTRACTED SVCS	630.00
555391	02/17/2022	LOGIC LAWN CARE	25644	O&M-LANSDCAPING SERVICES	2,700.00
555391	02/17/2022	LOGIC LAWN CARE	25645	O&M-LANSDCAPING SERVICES	1,500.00
Totals for checks					4,830.00



FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATIONAL FUND	0.00	0.00	630.00	630.00
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	4,200.00	4,200.00
***	Fund Summary Totals ***	0.00	0.00	4,830.00	4,830.00

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

CHECK NUMBER	CHECK DATE	CHECK VENDOR	INVOICE NUMBER	ACCOUNT LEVEL DESCRIPTION	AMOUNT
555322	02/17/2022	ADVANCED PARTS AND S	225167	O&M-EQUIPMENT REPAIR	1,957.49
555322	02/17/2022	ADVANCED PARTS AND S	223716	O&M-EQUIPMENT REPAIR	282.50
555323	02/17/2022	ALARM DETECTION SYST	SI-564017	O&M-SECURITY SERVICES	10.50
555323	02/17/2022	ALARM DETECTION SYST	SI-564727	O&M-SECURITY SERVICES	10.50
555323	02/17/2022	ALARM DETECTION SYST	SI-565112	O&M-SECURITY SERVICES	10.50
555323	02/17/2022	ALARM DETECTION SYST	SI-565500	O&M-SECURITY SERVICES	10.50
555324	02/17/2022	ALPHA PRIME COMMUNIC	117891	REG-SUPPLIES LP	215.00
555325	02/17/2022	ANDERSON ELEVATOR CO	INV-51934-	O&M-ELEVATOR/LIFT SERVICES	585.00
555326	02/17/2022	ANDERSON LOCK COMPAN	7096843	O&M-EQUIPMENT REPAIR	264.50
555327	02/17/2022	APPLEWOOD CENTERS, I	R001857	SP ED-PRIVATE TUITION	3,627.52
555328	02/17/2022	AVB PRESS	26217	SP ED-SUPPLIES	227.80
555329	02/17/2022	BELLEFAIRE JCB	WELC03-01/	SP ED-PRIVATE TUITION	21,238.10
555330	02/17/2022	BROWN INDUSTRIES	122-03596	SUP SVCS-SUPPLIES LN GRAD	1,824.05
555331	02/17/2022	BUSINESSSOLVER	0075309	FISCAL SVCS-CONTRACTED SVCS	12.75
555331	02/17/2022	BUSINESSSOLVER	0075955	FISCAL SVCS-CONTRACTED SVCS	12.75
555332	02/17/2022	CAROLINA BIOLOGICAL	51624548 R	REG-SUPPLIES LN	129.45
555333	02/17/2022	THE CENTER/IRC	30737	C&I-PROFESSIONAL DEVELOPMENT	325.00
555333	02/17/2022	THE CENTER/IRC	30738	C&I-PURCHASED SVCS TITLE II P	1,950.00
555334	02/17/2022	COMMERCIAL SPECIALTI	22-0021	CAPITAL IMPROVEMENTS - PAY APP	492.00
555335	02/17/2022	CONSTELLATION NEW EN	3383806-LP	O&M-NATURAL GAS LP	1,887.63
555335	02/17/2022	CONSTELLATION NEW EN	3383806-FV	O&M-NATURAL GAS FV	1,996.06
555335	02/17/2022	CONSTELLATION NEW EN	3383806-LN	O&M-NATURAL GAS LN	1,491.72
555335	02/17/2022	CONSTELLATION NEW EN	3383806-LN	O&M-NATURAL GAS LN	1,670.70
555335	02/17/2022	CONSTELLATION NEW EN	3383806-LN	O&M-NATURAL GAS MNT	220.38
555335	02/17/2022	CONSTELLATION NEW EN	3383806-AD	O&M-NATURAL GAS ADM	365.16
555335	02/17/2022	CONSTELLATION NEW EN	3383806-WB	O&M-NATURAL GAS WB	1,304.32
555336	02/17/2022	CONTINENTAL PRESS	669579	ESSER III - SUPPLIES	480.48
555337	02/17/2022	CROWN TROPHY	18766	BOE-SUPPLIES	40.57
555338	02/17/2022	CUTLER WORKWEAR	PS-INV0004	O&M-UNIFORMS	136.75
555338	02/17/2022	CUTLER WORKWEAR	PS-INV0003	O&M-UNIFORMS	140.35
555338	02/17/2022	CUTLER WORKWEAR	PS-INV0002	O&M-UNIFORMS	143.95
555339	02/17/2022	DEFRANCO PLUMBING	30161	O&M-PLUMBING SERVICES	1,075.90
555340	02/17/2022	DM SPEECH THERAPY LL	012522	SP ED-CONTRACT SVRCS	450.00
555341	02/17/2022	EDPUZZLE	18336	ESSER III - SUPPLIES	1,539.00
555342	02/17/2022	FIRST STUDENT INC.	11772676	TRANS-DAILY ROUTES	47,706.05
555342	02/17/2022	FIRST STUDENT INC.	11775815	TRANS-ATHLETIC TRIPS	192.00
555342	02/17/2022	FIRST STUDENT INC.	11775816	TRANS-ATHLETIC TRIPS	192.00
555342	02/17/2022	FIRST STUDENT INC.	11775818	TRANS-ATHLETIC TRIPS	192.00
555342	02/17/2022	FIRST STUDENT INC.	11775114	TRANS-ATHLETIC TRIPS	127.12
555342	02/17/2022	FIRST STUDENT INC.	11775116	TRANS-ATHLETIC TRIPS	127.12
555342	02/17/2022	FIRST STUDENT INC.	11775119	TRANS-ATHLETIC TRIPS	190.68
555342	02/17/2022	FIRST STUDENT INC.	11775121	TRANS-ATHLETIC TRIPS	158.90
555342	02/17/2022	FIRST STUDENT INC.	11775127	TRANS-ATHLETIC TRIPS	127.12
555343	02/17/2022	FRANK COONEY COMPANY	75874	ESSER III - SUPPLIES	1,062.48
555344	02/17/2022	GARAVENTA USA INC	52952	O&M-ELEVATOR/LIFT SERVICES	309.75
555345	02/17/2022	GENERAL MECHANICAL		0.00	
555346	02/17/2022	GENERAL MECHANICAL	SI2148233	O&M-HVAC CONTRACTED SERVICES	4,515.44
555346	02/17/2022	GENERAL MECHANICAL	SI2147397	O&M-HVAC CONTRACTED SERVICES	388.00
555346	02/17/2022	GENERAL MECHANICAL	SI2147404	O&M-HVAC CONTRACTED SERVICES	1,779.58
555346	02/17/2022	GENERAL MECHANICAL	SI2147408	O&M-HVAC CONTRACTED SERVICES	1,764.50
555346	02/17/2022	GENERAL MECHANICAL	SI2147426	O&M-HVAC CONTRACTED SERVICES	1,207.50
555346	02/17/2022	GENERAL MECHANICAL	SI2147427	O&M-HVAC CONTRACTED SERVICES	611.50
555346	02/17/2022	GENERAL MECHANICAL	SI2147428	O&M-HVAC CONTRACTED SERVICES	462.50
555346	02/17/2022	GENERAL MECHANICAL	SI2147430	O&M-HVAC CONTRACTED SERVICES	313.50
555346	02/17/2022	GENERAL MECHANICAL	SI2147431	O&M-HVAC CONTRACTED SERVICES	313.50
555346	02/17/2022	GENERAL MECHANICAL	SI2147432	O&M-HVAC CONTRACTED SERVICES	4,965.45

CHECK NUMBER	CHECK DATE	CHECK VENDOR	INVOICE NUMBER	ACCOUNT LEVEL DESCRIPTION	AMOUNT
555346	02/17/2022	GENERAL MECHANICAL	SI2147434	O&M-HVAC CONTRACTED SERVICES	239.00
555346	02/17/2022	GENERAL MECHANICAL	SI2147446	O&M-HVAC MAINTENANCE CONTRACTS	7,872.00
555346	02/17/2022	GENERAL MECHANICAL	SI2147447	O&M-HVAC MAINTENANCE CONTRACTS	1,092.00
555346	02/17/2022	GENERAL MECHANICAL	SI2147448	O&M-HVAC MAINTENANCE CONTRACTS	3,918.00
555346	02/17/2022	GENERAL MECHANICAL	SI2147449	O&M-HVAC MAINTENANCE CONTRACTS	3,918.00
555346	02/17/2022	GENERAL MECHANICAL	SI2147450	O&M-HVAC MAINTENANCE CONTRACTS	5,172.00
555346	02/17/2022	GENERAL MECHANICAL	SI2149643	O&M-HVAC CONTRACTED SERVICES	686.00
555346	02/17/2022	GENERAL MECHANICAL	SI2150694	O&M-HVAC CONTRACTED SERVICES	1,123.64
555346	02/17/2022	GENERAL MECHANICAL	SI2150686	O&M-HVAC CONTRACTED SERVICES	1,321.30
555346	02/17/2022	GENERAL MECHANICAL	SI2150689	O&M-HVAC CONTRACTED SERVICES	835.00
555346	02/17/2022	GENERAL MECHANICAL	SI2150693	O&M-HVAC CONTRACTED SERVICES	1,282.00
555346	02/17/2022	GENERAL MECHANICAL	SI2150690	O&M-HVAC CONTRACTED SERVICES	313.50
555346	02/17/2022	GENERAL MECHANICAL	SI2150699	O&M-HVAC CONTRACTED SERVICES	686.00
555346	02/17/2022	GENERAL MECHANICAL	SI2150698	O&M-HVAC CONTRACTED SERVICES	403.00
555347	02/17/2022	GROW LEARNING, LLC	012622	C&I-PURCHASED SVCS TITLE II P	3,679.29
555348	02/17/2022	H.R. BOYD, INC.	200036523	O&M-SNOW REMOVAL SERVICES	870.00
555348	02/17/2022	H.R. BOYD, INC.	200036488	O&M-SNOW REMOVAL SERVICES	2,838.00
555348	02/17/2022	H.R. BOYD, INC.	200036505	O&M-SNOW REMOVAL SERVICES	870.00
555348	02/17/2022	H.R. BOYD, INC.	200036575	O&M-SNOW REMOVAL SERVICES	840.00
555348	02/17/2022	H.R. BOYD, INC.	200036558	O&M-SNOW REMOVAL SERVICES	194.50
555348	02/17/2022	H.R. BOYD, INC.	200036545	O&M-SNOW REMOVAL SERVICES	870.00
555348	02/17/2022	H.R. BOYD, INC.	200036678	O&M-SNOW REMOVAL SERVICES	870.00
555348	02/17/2022	H.R. BOYD, INC.	200036614	O&M-SNOW REMOVAL SERVICES	1,854.00
555348	02/17/2022	H.R. BOYD, INC.	200036657	O&M-SNOW REMOVAL SERVICES	1,854.00
555349	02/17/2022	HARFORD, MICHELLE	012522	PR-CONTRACT SRVCS	525.00
555350	02/17/2022	HEINEMANN	7398675	REG-SUPPLIES LP	482.90
555350	02/17/2022	HEINEMANN	7403705	ESSER III - SUPPLIES	3,623.16
555351	02/17/2022	ILLINOIS DEPT OF INN	T2214223	TECH-CONTRACTED SERVICES	25.00
555352	02/17/2022	JOHNSON CONTROLS FIR	88303668	O&M-FIRE PROTECTION SERVICES	615.64
555352	02/17/2022	JOHNSON CONTROLS FIR	88327084	O&M-FIRE PROTECTION SERVICES	434.80
555353	02/17/2022	KENNEDY, PATRICIA	012522	C&I-DUES & FEES LP	23.00
555354	02/17/2022	LANGUAGE LINE SERVIC	10443239	BILINGUAL-CONTRACT SVRCS	84.47
555355	02/17/2022	LAUREATE DAY SCHOOL	LDS 66259	SP ED-PRIVATE TUITION	4,459.78
555356	02/17/2022	MARJO GRAPHICS	2597	PNPL SVCS-SUPPLIES LN	149.56
555357	02/17/2022	MCGRAW-HILL SCHOOL E	1206457610	SP ED-SUPPLIES	154.66
555357	02/17/2022	MCGRAW-HILL SCHOOL E	1206457810	SP ED-SUPPLIES	1,639.93
555357	02/17/2022	MCGRAW-HILL SCHOOL E	1209700110	SP ED-SUPPLIES	171.82
555357	02/17/2022	MCGRAW-HILL SCHOOL E	1211544110	SP ED-SUPPLIES	171.82
555358	02/17/2022	MCMaster-CARR	71197072	ESSER III - SUPPLIES	346.25
555358	02/17/2022	MCMaster-CARR	71737472	ESSER III - SUPPLIES	368.15
555359	02/17/2022	MIDLAND PAPER COMPAN	IN01709661	REG-SUPPLIES LP	1,476.00
555359	02/17/2022	MIDLAND PAPER COMPAN	IN01710484	REG-SUPPLIES FV	1,476.00
555359	02/17/2022	MIDLAND PAPER COMPAN	IN01709664	REG-SUPPLIES WB	3,051.64
555360	02/17/2022	MILLER COOPER & CO	S026376	BOE-AUDIT SERVICES	11,572.00
555361	02/17/2022	MOUNT PROSPECT PAINT	011922	O&M-BUILDING SUPPLIES	100.41
555362	02/17/2022	MSO	MSO011422	ESSER III - SUPPLIES	450.00
555362	02/17/2022	MSO	MSO011922	ESSER III - SUPPLIES	450.00
555362	02/17/2022	MSO	MSO012422	ESSER III - SUPPLIES	450.00
555363	02/17/2022	NASCO	212799	REG-SUPPLIES LN	205.31
555364	02/17/2022	NEXTERA ENERGY (FKA	5191507583	O&M-ELECTRIC LP	4,904.44
555364	02/17/2022	NEXTERA ENERGY (FKA	5191507583	O&M-ELECTRIC ADM/FV	6,929.99
555364	02/17/2022	NEXTERA ENERGY (FKA	5191507583	O&M-ELECTRIC LN	6,068.16
555364	02/17/2022	NEXTERA ENERGY (FKA	5191507583	O&M-ELECTRIC WB	4,699.15
555365	02/17/2022	NICHOLAS & ASSOCIATE	6551-1	CAPITAL IMPROVEMENTS - FIXED	16,206.00
555365	02/17/2022	NICHOLAS & ASSOCIATE	6564	CAPITAL IMPROVEMENTS - PASS TH	12,438.84
555366	02/17/2022	NORTHWEST ELECTRICAL	17527465	O&M-BUILDING SUPPLIES	67.96

CHECK NUMBER	CHECK DATE	CHECK VENDOR	INVOICE NUMBER	ACCOUNT DESCRIPTION	LEVEL	AMOUNT
555367	02/17/2022	NSSEO	8468	TRANS-SP ED OUT-OF-DIST ROUTES		810.00
555367	02/17/2022	NSSEO	8481	TRANS-SP ED OUT-OF-DIST ROUTES		2,200.85
555367	02/17/2022	NSSEO	8538	NSSEO-MINER SCHOOL TUITION		22,560.17
555367	02/17/2022	NSSEO	8522	NSSEO-TIMBER RIDGE SCH TUITION		66,682.04
555368	02/17/2022	O BRIEN, MARY KATE	012622	C&I-DUES & FEES FV		50.00
555369	02/17/2022	OMNI GROUP	2112-7202	FISCAL SVCS-CONTRACTED SVCS		202.50
555369	02/17/2022	OMNI GROUP	2201-7202	FISCAL SVCS-CONTRACTED SVCS		205.00
555369	02/17/2022	OMNI GROUP	2202-7202	FISCAL SVCS-CONTRACTED SVCS		202.50
555370	02/17/2022	PERSONNEL PLANNERS I	151524	HR-CONTRACT SRVCS		100.00
555371	02/17/2022	PIONEER VALLEY BOOKS	I224764	ESSER III - SUPPLIES		402.60
555372	02/17/2022	QUEST FOOD	IN112166	FOOD SVCS- FOOD PROCESSING		44,487.32
555373	02/17/2022	QUINLAN & FABISH MUS	13244986	ISCHOLASTIC-PERF ARTS SUPPLIES		72.00
555373	02/17/2022	QUINLAN & FABISH MUS	13236238	ISCHOLASTIC-PERF ARTS SUPPLIES		58.50
555374	02/17/2022	REDWOOD LITERACY, LL	INV-00752	SP ED-CONTRACT SVRCS		2,250.00
555374	02/17/2022	REDWOOD LITERACY, LL	INV-00753	SP ED-CONTRACT SVRCS		1,912.50
555375	02/17/2022	RUSSO POWER EQUIPMEN	SPI1095362	O&M-GROUNDS SUPPLIES		306.75
555375	02/17/2022	RUSSO POWER EQUIPMEN	SPI1095362	O&M-GROUNDS SUPPLIES		306.75
555375	02/17/2022	RUSSO POWER EQUIPMEN	SPI1095362	O&M-GROUNDS SUPPLIES		539.50
555375	02/17/2022	RUSSO POWER EQUIPMEN	SPI1095362	O&M-GROUNDS SUPPLIES		306.75
555376	02/17/2022	SCHOOL SPECIALTY LLC	2081292984	REG-SUPPLIES LN		260.44
555377	02/17/2022	SONITROL	249266	O&M-SECURITY SERVICES		309.00
555377	02/17/2022	SONITROL	249268	O&M-SECURITY SERVICES		309.00
555377	02/17/2022	SONITROL	249265	O&M-SECURITY SERVICES		309.00
555377	02/17/2022	SONITROL	249267	O&M-SECURITY SERVICES		309.00
555378	02/17/2022	SOUTH SIDE CONTROL S	S100742750	O&M-HVAC SUPPLIES		394.90
555378	02/17/2022	SOUTH SIDE CONTROL S	S100742496	O&M-HVAC SUPPLIES		397.82
555378	02/17/2022	SOUTH SIDE CONTROL S	S100734048	O&M-HVAC SUPPLIES		12.97
555378	02/17/2022	SOUTH SIDE CONTROL S	S100744717	O&M-HVAC SUPPLIES		16.47
555378	02/17/2022	SOUTH SIDE CONTROL S	S100744747	O&M-HVAC SUPPLIES		237.03
555378	02/17/2022	SOUTH SIDE CONTROL S	S100748954	O&M-HVAC SUPPLIES		27.34
555379	02/17/2022	STREAMWOOD BEHAVIORA	15117	SP ED-HOME/HOSPITAL TUTORS		140.00
555380	02/17/2022	TERRILL	020322	C&I-PROFESSIONAL DEVELOPMENT		1,921.53
555381	02/17/2022	UNITE PRIVATE NETWOR	SI-22-0041	TECH-DATA LINES		6,495.00
555382	02/17/2022	UNITED STATES ALLIAN	1046-F0708	O&M-FIRE PROTECTION SERVICES		581.05
555382	02/17/2022	UNITED STATES ALLIAN	1046-F0713	O&M-FIRE PROTECTION SERVICES		3,305.30
555382	02/17/2022	UNITED STATES ALLIAN	1046-F0715	O&M-FIRE PROTECTION SERVICES		441.05
555383	02/17/2022	VILLAGE OF MOUNT PRO	2022-00490	HEALTH-PROF DVLPMNT		275.00
555384	02/17/2022	WAREHOUSE DIRECT	5139593-0	O&M-CLEANING SUPPLIES LN		2,826.52
555384	02/17/2022	WAREHOUSE DIRECT	5143679-0	INTL SVCS-SUPPLIES		55.86
555384	02/17/2022	WAREHOUSE DIRECT	5142750-0	O&M-BUILDING SUPPLIES		425.00
555384	02/17/2022	WAREHOUSE DIRECT	5143842-0	O&M-BUILDING SUPPLIES		189.95
555384	02/17/2022	WAREHOUSE DIRECT	5143659-0	O&M-CLEANING SUPPLIES LP		35.40
555384	02/17/2022	WAREHOUSE DIRECT	5149328-0	O&M-CLEANING SUPPLIES WB		1,629.43
555384	02/17/2022	WAREHOUSE DIRECT	5130616-0	O&M-UNIFORMS		2,253.62
555384	02/17/2022	WAREHOUSE DIRECT	5156281-0	O&M-CLEANING SUPPLIES LP		565.56
555384	02/17/2022	WAREHOUSE DIRECT	5156285-0	O&M-CLEANING SUPPLIES LP		312.00

Totals for checks 407,949.61

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATIONAL FUND	0.00	0.00	216,503.65	216,503.65
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	110,285.28	110,285.28
40	TRANSPORTATION FUND	0.00	0.00	52,023.84	52,023.84
60	CAPITAL PROJECTS FUND	0.00	0.00	29,136.84	29,136.84
***	Fund Summary Totals ***	0.00	0.00	407,949.61	407,949.61

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

CHECK NUMBER	CHECK DATE	VENDOR	INVOICE NUMBER	ACCOUNT LEVEL DESCRIPTION	AMOUNT
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SP ED-CONTRACT SVRCS	12.95
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SP ED-CONTRACT SVRCS	12.95
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SP ED-CONTRACT SVRCS	12.95
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SP ED-CONTRACT SVRCS	12.95
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SP ED-CONTRACT SVRCS	12.95
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SP ED-SUPPLIES	8.49
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SP ED-SUPPLIES	67.99
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	86.16
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	LP CLEARING ACCT-AP LIAB	55.97
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	123.52
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	9.07
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	108.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	PNPL SVCS-IN DIST MEETINGS WB	195.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES WB	199.24
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	PNPL SVCS-IN DIST MEETINGS WB	12.99
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	PNPL SVCS-SUPPLIES WB	26.95
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	PNPL SVCS-IN DIST MEETINGS WB	10.88
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES WB	118.74
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	ESSER III - SUPPLIES	5.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	ESSER III - SUPPLIES	40.30
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	ESSER III - SUPPLIES	36.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	ESSER III - SUPPLIES	208.04
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	BILINGUAL-PROF DVLPMT	200.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	ESSER III - SUPPLIES	97.75
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	48.27
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	31.87
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	27.85
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	59.91
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	30.64
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	31.78
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES FV	20.60
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LN	4.99
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	LN CLEARING ACCT-AP LIAB	9.74
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LN	2.42
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	LN CLEARING ACCT-AP LIAB	41.97
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	HEALTH-SUPPLIES LN	142.30
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LN	8.64
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES FV	199.99
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	FV CLEARING ACCT-AP LIAB	183.63
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES FV	149.20
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	PNPL SVCS-PROF DVLPMT FV	200.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES FV	161.24
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES FV	196.40
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	LRC-SUPPLIES FV	143.48
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SUPT-SUPPLIES	54.75
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	BOE-PROF DVLPMT	192.86
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	SUPT-SUPPLIES	41.12
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	BOE-PROF DVLPMT	103.15
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	HR-SUPPLIES	-3.93
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	55.59
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	-44.97
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	38.22
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	PNPL SVCS-IN DIST MEETINGS LP	200.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	PNPL SVCS-IN DIST MEETINGS LP	194.00
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	44.97
202100142	01/21/2022	BMO HARRIS COMMERCIA	0701535-22	REG-SUPPLIES LP	55.50



CHECK CHECK		INVOICE		ACCOUNT LEVEL		AMOUNT
NUMBER	DATE	VENDOR	NUMBER	DESCRIPTION		
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LP	36.17
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LP	137.99
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LP	70.77
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LP	189.80
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LN	12.97
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LN	8.89
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PNPL SVCS-DUES & FEES LN	409.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LN	39.96
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PNPL SVCS-SUPPLIES LN	146.09
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PNPL SVCS-SUPPLIES LN	47.04
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	TECH-SUPPLIES	23.98
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	SP ED-CONTRACT SVRCS	750.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	TECH-SUPPLIES	164.68
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	TECH-SUPPLIES	8.77
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	TECH-SUPPLIES	6.59
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	127.62
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	REG-SUPPLIES LP	249.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PNPL SVCS-PROF DVLPMT WB	-255.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	54.02
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PNPL SVCS-PROF DVLPMT WB	299.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PNPL SVCS-PROF DVLPMT WB	299.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PPE	99.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PPE	99.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	PPE	99.00
202100142	01/21/2022	BMO HARRIS	COMMERCIA	0701535-22	O&M-BUILDING SUPPLIES	42.98
Totals for 202100142						7,467.34
Totals for checks						7,467.34

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATIONAL FUND	0.00	0.00	6,424.09	6,424.09
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	751.94	751.94
99	STUDENT ACTIVITY FUND	291.31	0.00	0.00	291.31
***	Fund Summary Totals ***	291.31	0.00	7,176.03	7,467.34

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

CHECK CHECK			INVOICE	ACCOUNT LEVEL	
NUMBER	DATE	VENDOR	NUMBER	DESCRIPTION	AMOUNT
555302	01/12/2022	COMED	011222	O&M-ELECTRIC MNT	96.80
555303	01/12/2022	GROOT INDUSTRIES	8200259	O&M-SANITATION SERVICES	354.72
555303	01/12/2022	GROOT INDUSTRIES	8200260	O&M-SANITATION SERVICES	739.60
555303	01/12/2022	GROOT INDUSTRIES	8200261	O&M-SANITATION SERVICES	354.72
555303	01/12/2022	GROOT INDUSTRIES	8200258	O&M-SANITATION SERVICES	337.83
555304	01/12/2022	HIMES, PETRARCA & FE	46152	BOE-LEGAL SERVICES	1,680.00
555305	01/12/2022	MOUNT PROSPECT SD57	011222	REG-SUPPLIES LN	125.00
Totals for checks					3,688.67

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATIONAL FUND	0.00	0.00	1,805.00	1,805.00
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	1,883.67	1,883.67
***	Fund Summary Totals ***	0.00	0.00	3,688.67	3,688.67

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

CHECK CHECK			INVOICE	ACCOUNT LEVEL	
NUMBER	DATE	VENDOR	NUMBER	DESCRIPTION	AMOUNT
555318	01/28/2022	CITI CARDS	012822	INTL SVCS-SUPPLIES	272.87
555319	01/28/2022	MCGUIRE, MIKE	012822	ISCHOLASTIC-ATHLETIC CONT SVRC	75.00
555320	01/28/2022	PEERLESS NETWORK, IN	490217	TECH-DATA LINES	6,895.14
555321	01/28/2022	SERRANO, LEANNDR	012822	FISCAL SVCS-CONTRACTED SVCS	900.00
Totals for checks					8,143.01

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATIONAL FUND	0.00	0.00	8,143.01	8,143.01
***	Fund Summary Totals ***	0.00	0.00	8,143.01	8,143.01

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



CHECK CHECK			INVOICE	ACCOUNT LEVEL	
NUMBER	DATE	VENDOR	NUMBER	DESCRIPTION	AMOUNT
555309	01/20/2022	BUSINESSSOLVER	0074031	FISCAL SVCS-CONTRACTED SVCS	12.00
555310	01/20/2022	FIRST STUDENT INC.	11745222	TRANS-ESY ROUTES	10,554.48
555310	01/20/2022	FIRST STUDENT INC.	11745222-C	TRANS-ESY ROUTES	-1,642.80
555311	01/20/2022	MCHUGH, JIM	012022	ISCHOLASTIC-ATHLETIC CONT SVRC	75.00
555312	01/20/2022	SERRANO, LEANNDR	012022	FISCAL SVCS-CONTRACTED SVCS	2,875.00
555313	01/20/2022	VILLAGE OF MOUNT PRO	2022-00240	O&M-VEHICLE GAS	273.72
555314	01/20/2022	VILLAGE OF MOUNT PRO	012022-AD	O&M-SEWER/WATER ADM	46.97
555314	01/20/2022	VILLAGE OF MOUNT PRO	012022-FV	O&M-SEWER/WATER FV	490.00
555314	01/20/2022	VILLAGE OF MOUNT PRO	012022-LN	O&M-SEWER/WATER LN	175.03
555314	01/20/2022	VILLAGE OF MOUNT PRO	012022-LN2	O&M-SEWER/WATER LN	397.00
555314	01/20/2022	VILLAGE OF MOUNT PRO	012022-LN1	O&M-SEWER/WATER LN	27.50
555314	01/20/2022	VILLAGE OF MOUNT PRO	012022-WB	O&M-SEWER/WATER WB	268.00
555314	01/20/2022	VILLAGE OF MOUNT PRO	012022-LP	O&M-SEWER/WATER LP	536.50
555315	01/20/2022	WEBSTER, VIRGINIA	012022	SUPT-CONTRACT SRVS (RESIDENCY)	184.00
Totals for checks					14,272.40

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATIONAL FUND	0.00	0.00	3,146.00	3,146.00
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	2,214.72	2,214.72
40	TRANSPORTATION FUND	0.00	0.00	8,911.68	8,911.68
***	Fund Summary Totals ***	0.00	0.00	14,272.40	14,272.40

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

CHECK CHECK			INVOICE	ACCOUNT LEVEL	
NUMBER	DATE	VENDOR	NUMBER	DESCRIPTION	AMOUNT
555385	02/04/2022	ANDERSON, LINDA	020422	ISCHOLASTIC-ATHLETIC CONT SVRC	75.00
555386	02/04/2022	GROOT INDUSTRIES	8371677T09	O&M-SANITATION SERVICES	739.60
555386	02/04/2022	GROOT INDUSTRIES	8371678T09	O&M-SANITATION SERVICES	354.72
555386	02/04/2022	GROOT INDUSTRIES	8371675T09	O&M-SANITATION SERVICES	337.83
555386	02/04/2022	GROOT INDUSTRIES	8371676T09	O&M-SANITATION SERVICES	354.72
555387	02/04/2022	SERRANO, LEANNDR	020422	FISCAL SVCS-CONTRACTED SVCS	800.00
555388	02/04/2022	SOUTH MIDDLE SCHOOL	020422	ISCHOLASTIC-ATHLETIC CONT SVRC	300.00
555389	02/04/2022	ST RAYMOND ATHLETIC	020422	ISCHOLASTIC-ATHLETIC CONT SVRC	270.00
Totals for checks					3,231.87

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	EDUCATIONAL FUND	0.00	0.00	1,445.00	1,445.00
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	1,786.87	1,786.87
***	Fund Summary Totals ***	0.00	0.00	3,231.87	3,231.87

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



**MOUNT PROSPECT SCHOOL DISTRICT 57**  
**Closed Session Minutes Review**  
**February 2022**

**Semi-Annual Review of Executive Session Minutes**

According to Board Policy 2:220, the Board must conduct a semi-annual review of Executive Session Minutes and also review audio recordings of closed meetings to determine whether:

- (1) the minutes no longer require confidential treatment and are available for public inspection. or
- (2) there continues to be a need for confidentiality

Board of Education President Eileen Kowalczyk and I reviewed closed session minutes and make the following recommendations:

1. Approve and Release the closed session minutes dated:

None

2. Approve and Hold - The following meeting minutes are retained due to subject matter involving personnel, student discipline, potential litigation or current contract negotiations. (November 2019 - June 2020)

November 21, 2019

February 20, 2020

June 4, 2020

3. Approve for Destruction:

All audiotapes of closed sessions held from July 2020 through December 2021

**Mount Prospect School District 57**  
**Office of the Assistant Superintendent for Finance and Operations**

**TO:** Dr. Mary Gorr, Superintendent

**FROM:** Jason Kaiz, Assistant Superintendent for Finance and Operations

**DATE:** February 17, 2022

**RE:** Park District Intergovernmental Agreement

**EXECUTIVE SUMMARY:**

Mount Prospect Park District and Mount Prospect School District 57 operate within an Intergovernmental Agreement (IGA). As the School District has worked with the Park District to look at the Lions Park Playground, there was a need to amend the current IGA.

**BACKGROUND AND RATIONALE:**

The parties entered into the original agreement on December 6, 1994, and amended the agreement on March 24, 2004, and again on May 21, 2015. The agreement defines the use of school district facilities to allow for joint use of the facilities.

The amendment (exhibit A) includes the following:

- Clarifying the cost structure for replacement of Westbrook and Lions Park playground areas
- Clarifying when the agreement will be renewed and adding an option for how the parties can terminate the agreement

The IGA from 2015 is attached as well (exhibit B).

**RECOMMENDATION:**

That the Board of Education approve the amendment of the Intergovernmental Agreement with the Mount Prospect Park District.



AMENDED AND RESTATED  
INTERGOVERNMENTAL AGREEMENT  
BETWEEN  
MOUNT PROSPECT SCHOOL DISTRICT 57  
COOK COUNTY, ILLINOIS  
AND  
MT. PROSPECT PARK DISTRICT  
COOK COUNTY, ILLINOIS  
FOR THE RECREATIONAL USE OF A PORTION  
OF CERTAIN ELEMENTARY SCHOOL FACILITIES

THIS AGREEMENT is made and entered into this 21 day of May, 2015, by and between the Board of Education of Mount Prospect School District 57, Cook County, Illinois (School District) and the Board of Commissioners of the Mt. Prospect Park District, Cook County, Illinois (Park District).

RECITALS

1. The School District is the beneficial owner of real property and school buildings located at: 300 East Council Trail, Mount Prospect, Illinois 60056 and commonly known as Lions Park Elementary School (hereafter "Lions Park"); 300 North Fairview Avenue, Mount Prospect, Illinois 60056 commonly known as Fairview Elementary School (hereafter "Fairview"); 103 South Busse Road, Mount Prospect, Illinois 60056 commonly known as Westbrook School (hereafter "Westbrook"); and 700 West Lincoln Street, Mount Prospect, Illinois 60056 and commonly known as Lincoln Middle School (hereafter "Lincoln").

2. For purposes of this Agreement, "Recreational Facilities" include the following: Westbrook multipurpose room (excluding stage area); Fairview multipurpose room (excluding stage area) and gymnasium; Lions Park multipurpose room (excluding stage area), gymnasium, and kitchen (during summer months only); and Lincoln gymnasium (west gym only and excluding mezzanine); and one set of washrooms adjacent to the above-described facilities at each school location, as designated by the School District.

3. The Park District previously conveyed to the School District a portion of property adjacent to Lions Park for the construction of the school building.

4. In consideration for the conveyance of property to the School District, the parties entered into an intergovernmental agreement for the use of School District facilities, dated on or about December 6, 1994, and amended by agreement dated on or about March 24, 2004.

5. It is the purpose of this Agreement to further amend the prior agreements for the improved use of School District property to allow for joint use of the Recreational Facilities described herein in order to provide the citizens and taxpayers of the respective Districts with facilities which will serve both the educational and the recreational needs of residents of both Districts.

6. The Agreement provided for herein is authorized by the Illinois Constitution of 1970 and the Intergovernmental Cooperation Act of the State of Illinois, as well as applicable provisions of the Illinois School Code and the Illinois Park Code.

NOW, THEREFORE, IN CONSIDERATION OF THE FOREGOING, IT IS HEREBY AGREED BY AND BETWEEN THE SCHOOL DISTRICT AND PARK DISTRICT, as follows:

**SECTION 1: Recitals.** The foregoing recitals are hereby incorporated by this reference.

**SECTION 2: Recreational Facility Usage.** In consideration of the Park District's prior conveyance of the Recreational Use Site to the School District and the mutual promises and agreements set forth in this Agreement, School District authorizes the Park District to use the Recreational Facilities during the term of this Agreement solely for Park District-operated recreational programs and uses. Such use does not extend to programs that are not directly organized, supervised, and operated by the Park District. Subject to the specific terms herein below, the Park District is authorized to conduct its authorized park and recreational activities within the Recreational Facilities during those non-school hours which these facilities are not required for the educational purposes of the School District.

**SECTION 3: Hours of Use of the Recreational Facilities.** The Park District may utilize the Recreational Facilities for its officially recognized programs and activities provided same are covered by Park District liability insurance policies and/or by a joint self-insurance risk pool, in accordance with the following schedule:

A. **Week Days:** 6:00 p.m. to 9:30 p.m., Monday and Wednesday throughout the school term for Fairview, Lions Park, Lincoln, and Westbrook;

B. **Weekends:** 9:00 a.m. to 6:00 p.m., Saturday throughout the school term for Fairview, Lions Park, Lincoln, and Westbrook.

C. **Holidays:** 9:00 a.m. to 6:00 p.m. during those extended periods of time when school is not in session throughout the school term, including Thanksgiving and winter break for Fairview, Lions Park, Lincoln, and Westbrook.

D. **Summer:** 6:30 a.m. to 5:00 p.m. during the months of June and July when school is not in session, and during the first week of August for Lions Park. School District shall have sole use of the Recreational Facilities during the remainder of August until the start of the next school term for purposes of cleaning and maintenance. In the event the School District needs to schedule facility improvements and/or repairs for the Recreational Facilities at Lions Park that prevent Park District use, the School District will assign the Park District access at Fairview, Lincoln, or Westbrook. Appropriate notice will be given by the School District to the Park District for such facility improvements and/or repairs in an attempt to minimize any interruption in Park District activities.

E. **School Closings:** In the event the School District cancels class or closes school buildings due to inclement weather or other conditions impacting school operations, all Park District programs or events taking place in the Recreational Facilities of the school buildings will be cancelled as well.

**SECTION 4: School District's Special Events.** Notwithstanding the provisions of Section 3, the needs of the School District may require its usage of Recreational Facilities during non-school hours and certain select days throughout the calendar year for such events as parent/teacher conferences, science fairs, school plays, special assemblies, and the like. The School District shall notify Park District on or before September 15 of each year as to the schools' schedules and the special dates (not to exceed 15 per school) the School District will require use of the Recreational Facilities on dates otherwise reserved to the Park District. School District shall make best efforts to schedule such events on Tuesday, Thursday, or Friday so as not to conflict with Park District's scheduled activities. It shall be the Park District's responsibility to schedule all of its events and functions in the Recreational Facilities, subject to this limitation.

**SECTION 5: Continuing Cooperation Obligation.** The School District and the Park District recognize and understand that this is a unique Agreement providing for the optimum use by two public agencies of the physical facilities being provided for the taxpayers of both agencies. It is, therefore, recognized by both the School District and the Park District that there will be need from time to time, for periodic review and modification of the schedule set forth above after formal adoption and execution of this Agreement. Such reviews shall take place as needed, at the request of either the School District or the Park District.

It is also understood and agreed by the School District and the Park District that there may be occasions when either party may need to utilize the Recreational Facilities in order to accommodate special use by that particular District as needs arise. Therefore, upon a minimum of thirty days written notification, either party may request a modification of the usage schedule set forth above. By mutual consent of the parties, the schedule set forth above may be modified.

Additionally, at those times when the Park District has the Recreational Facilities scheduled for a particular activity but elects not to use the facility for that activity, this Agreement shall not preclude the School District's use of that facility for a function appropriate to its governmental purpose.

In executing this Intergovernmental Agreement and accepting its benefits, the Park District agrees that it shall use the Recreational Facilities solely for those activities which it properly and lawfully is authorized to operate. Furthermore, the Park District agrees that the Recreational Facilities will only be utilized for such activities and programs as appropriate to the design and intended use of the Recreational Facilities. The Park District will not engage in a program or activity in the Recreational Facilities to which the School District has a reasonable objection or may reasonably result in damage to the Recreational Facilities.

**SECTION 6: Operational Costs.** In return for the Park District's prior conveyance of the Recreational Site, the School District agrees to provide reasonably required heating and electrical services during those times that the Park District uses the Recreational Facilities. The School District will provide air conditioning at Lions Park (multipurpose room only) during summer months.

The Park District agrees to schedule quarterly inspections of the playground areas and equipment at Fairview and Westbrook in accordance with its customary inspection procedures. These inspections can be conducted by trained Park District employees and/or through a third-party licensed contractor. The School District shall be provided with written reports of such inspections.

The School District agrees to provide at its cost reasonably required custodial and building supervision services with a quality of maintenance equal to ongoing school custodial services. It will be the responsibility of the Park District personnel to leave the Recreational Facilities in the same condition as they received it. Should the Park District fail to meet this standard, and as a result the School District incurs additional direct custodial and supervisory costs, the Park District shall promptly reimburse the School District for these added expenses. For purposes of this Agreement, the Park District agrees to pay the School District \$60 per hour per custodian for custodial and building services.

School District shall make available to the Park District one ID badge/swipe card for each of the school buildings at which Recreational Facilities are located. Park District shall limit access to the ID badges/swipe cards to pre-designated employees who have direct administrative or supervisory responsibility with respect to the Park District's activities within the Recreational Facilities. In the event an ID badge/swipe card is lost, a replacement card will be provided at the cost of \$50 per card. If School District personnel are required to respond to a security call during off-hours due to an act or failure to act by Park District personnel or volunteers, the Park District agrees to pay the School District \$125 per occurrence as reimbursement.

The parties understand and agree that, during the duration of this Intergovernmental Agreement, the School District may become liable for certain repairs to and replacement of fixtures furnishings and improvements to the Recreational Facilities. In this regard, the parties agree that the School District shall be responsible for and pay for such repairs and replacements which occur through normal use by the School District. If damage to the furnishings, fixtures and other improvements to the Recreational Facilities are the direct result of Park District activity other than through normal wear and tear, the Park District agrees that it shall promptly reimburse the School District for its direct cost of necessary repairs or replacements to the said furnishings, fixtures or improvements. Any request for reimbursement by the School District in this regard shall include a complete itemization of all damages sustained and costs incurred to repair or replace the furnishings, fixtures or improvements, including statements and/or bills for materials and services. If damage to the furnishings, fixtures and other improvements to the Recreational Facilities are the direct result of School District activity, the School District alone shall be responsible for the cost of necessary repairs or replacements of the said furnishings, fixtures, or improvements so damaged.

The Park District agrees to provide and assume, at its cost, personnel sufficient and necessary to properly schedule and supervise Park District activities at the Recreational Facilities in accordance with the terms and conditions of this Agreement. All scheduling of activities for Park District usage times will

be done by pre-designated Park District employees. Park District volunteers are not permitted to schedule activities.

The Park District will pay for all costs associated with maintenance of the scoreboards in the gymnasiums of the Recreational Facilities.

The Park District will be responsible for and pay for costs of snow removal from parking lots and entryways to the Recreational Facilities on non-student attendance days when utilizing the Recreational Facilities. Snow removal will conform to School District standards and will not impair School District use of the parking lots or sidewalks.

**SECTION 7: Insurance.** School District shall maintain property damage and liability insurance for Fairview, Lions Park, Lincoln, and Westbrook schools, which insurance shall include the Recreational Facilities.

During the term of this Agreement, Park District shall, at its own expense, maintain comprehensive liability insurance covering the Recreational Facilities and the Park Districts uses thereof, including all School District's property utilized or available to the Park District in connection therewith. These facilities shall be insured at least to the same extent and amount as all other Park District facilities. Park District further agrees that all policies of insurance relative to the Recreational Facilities shall name the School District as additional insured. The Park District will provide a copy of the Insurance Certificate on an annual basis. For purposes of this provision "insurance" shall mean at the Park District's option, commercial insurance or participation in an intergovernmental agreement providing for pooled risk self-insurance among a number of governmental bodies.

**SECTION 8: Supervisory Personnel.** Park District shall maintain supervisory personnel on hand at the Recreational Facilities during all times in use. Park District volunteers are not to be considered as supervisory personnel.

**SECTION 9: Storage.** The School District agrees to allow the Park District appropriate storage space for its activities at Lions Park during the months of June, July, and the first week of August. During the months of September through May no on-site storage of Park District equipment is available within the Recreational Facilities. Park District shall make arrangement for off-site storage of its equipment incidental to its use of the Recreational Facilities.

**SECTION 10: Term of Agreement.** Subject to earlier termination in accordance with Section 11 below, this Agreement shall run until March 1, 2024.

**SECTION 11: Termination.** Park District shall have the right to terminate this Agreement at any time upon ninety (90) days' notice at the prerogative of the Park District. In the case of such termination, Park District shall have no further right, title or interest in the Recreational Facilities and all indemnifications provided for herein shall survive the expiration or termination of this Agreement.

School District may terminate this Agreement only for the following reasons:



A. Destruction of either Lions Park or Fairview School buildings and a decision by the Board of Education not to reconstruct such premises; or

B. Sale of any of the four school sites, such termination being as to that site alone.

**SECTION 12: Miscellaneous Provisions.**

A. Any and all notices required hereunder to be sent to the School District shall be served in writing by United States Postal Service certified mail, postage prepaid, return receipt requested, to the Board of Education of Mount Prospect School District 57 at the following address:

Superintendent  
Mount Prospect School District 57  
701 West Gregory Street  
Mount Prospect, IL 60056

with a copy to:

Kevin B. Gordon  
Scariano, Himes and Petrarca, Chtd.  
180 North Stetson, Ste. 3100  
Chicago, IL 60601

or by personal delivery of any such notice delivered to an employee of the School District at its administration offices during the regular business hours of said offices. Said certified mail mode of notice shall be deemed received as of the second day after the envelope in which the same is mailed is post-marked.

Any and all Notices required hereunder to be sent to the Park District shall be served in writing by certified mail, return receipt requested, to the Board of Commissioners of Mt. Prospect Park District at the following address:

Executive Director  
Mt. Prospect Park District  
1000 West Central Road  
Mount Prospect, IL 60056

with a copy to:

Thomas G. Hoffman Ltd., P.C.  
205 W. Randolph Street, Suite 1645  
Chicago, Illinois 60606

B. It is mutually understood and agreed that all agreements and covenants herein are severable and that in the event any of them shall be held to be invalid by any court of competent jurisdiction, this Agreement shall be interpreted as if such invalid agreement or covenant were not contained herein.

C. The agreements, covenants, terms and conditions herein contained may be modified only through written mutual consent of the parties hereto.

D. The Park District may not place any signs, cards, or placards on School property or on any adjacent property except as pre-approved by School District in writing.

E. The Park District will indemnify and hold harmless the School District, its Board members, officers, and agents, from and against any and all claims, demands, suits, judgments, costs and expenses (including attorneys' fees), which accrue or may accrue against the School District because of injury to or death of any person or persons or because of loss or damage to property arising from the Park District's use of the Recreational Facilities, except those caused by negligent acts or omissions of the School District. The School District will indemnify and hold harmless the Park District, its Board members, employees, officers and agents, from and against any and all claims, demands, suits, judgments, costs and expenses (including attorneys' fees) which accrue or may accrue against the Park District because of injury to or death of any person or persons or because of loss or damage to property arising from the School District's use of the Recreational Facilities, except those caused by the negligent acts or omissions of the Park District.

F. Neither party may assign, transfer, or otherwise convey its rights or obligations under this Agreement without prior written consent of the other party.

G. This Agreement shall constitute the entire agreement between the parties and supersedes any prior agreement, whether written or oral, with respect to the Recreational Facilities described in this Agreement.

**SECTION 13: Dispute Resolution Procedures.** The parties mutually desire to avoid costly and time-consuming litigation in the event disputes arise regarding the interpretation or implementation of the terms of this Agreement. Accordingly, the parties agree to the following dispute resolution mechanism:

A. The parties will attempt in good faith to promptly resolve any controversy or dispute arising out of or relating to this Agreement by negotiation. The procedures set forth in Subsections B. and C. hereunder shall not be utilized until such time as the parties have unsuccessfully attempted to settle the controversy by way of direct negotiations between representatives designated by the parties. Such designated representatives shall include at least one but no more than two of the members of the governing body of each party.

B. If the dispute has not been resolved within thirty (30) days after completion of such meetings with the designated representatives described above, the parties shall mutually endeavor to settle the dispute by mediation. To that end, the parties shall jointly designate a mediator as agreed to by the parties, or if no agreement can be reached, pursuant to the mediation rules of the American Arbitration Association.

C. If the matter has not been resolved pursuant to the aforesaid mediation procedure within thirty (30) days of the commencement of such procedure or any mutually agreed extension thereto, either party may at any time thereafter commence a civil action in the circuit court of Cook County, Illinois. The Parties agree that the applicable statute of limitations for filing suit will be tolled during the dispute resolution process required by this Section 13(A)-(B).

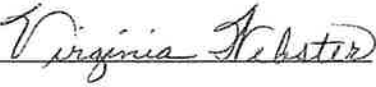


IN WITNESS WHEREOF, the parties have hereto set their hands and seals the day and year first above written, by and through their respective duly authorized officials.

BOARD OF EDUCATION  
MOUNT PROSPECT SCHOOL DISTRICT 57  
COOK COUNTY, ILLINOIS

By: 

ATTEST:



BOARD OF COMMISSIONERS  
MT. PROSPECT PARK DISTRICT  
COOK COUNTY, ILLINOIS

By: 

ATTEST:



**AMENDMENT TO AMENDED AND RESTATED INTREGOVERNMENTAL AGREEMENT BETWEEN MOUNT PROSPECT SCHOOL DISTRICT 57, COOK COUNTY, ILLINOIS, AND MT. PROSPECT PARK DISTRICT, COOK COUNTY, ILLINOIS, FOR THE RECREATIONAL USE OF A PORTION OF CERTAIN ELEMENTARY SCHOOL FACILITIES**

WHEREAS, AN AMENDED AND RESTATED INTREGOVERNMENTAL AGREEMENT BETWEEN MOUNT PROSPECT SCHOOL DISTRICT 57, COOK COUNTY, ILLINOIS, AND MT. PROSPECT PARK DISTRICT, COOK COUNTY, ILLINOIS, FOR THE RECREATIONAL USE OF A PORTION OF CERTAIN ELEMENTARY SCHOOL FACILITIES (the "Agreement"), was heretofore entered into on May 21, 2015;and

WHEREAS, Mount Prospect School District 57 aforesaid (hereinafter sometimes referred to as a "Party" or the "School District") and Mt. Prospect Park District aforesaid (hereinafter sometimes referred to as a "Party" or the "Park District") ; the School District and the Park District sometimes referred to as the "Parties" wish to amend the Agreement at this time, effective as of January 1, 2022 (the "Effective Date").

NOW, THEREFORE, in consideration of the premises and other good and valuable considerations the receipt and sufficiency of which is hereby acknowledged by each Party, IT IS AGREED that the Agreement is hereby amended as follows:

1. "Fairview School" is hereby deleted from the second paragraph of Section 6 of the Agreement.
2. The fifth paragraph of Section 6 of the Agreement is hereby deleted and the following is inserted in its place and stead:

Notwithstanding anything to the contrary contained in the Agreement, at Lions Park the facilities shared by the Parties are limited to the improvements to the playground area and the connecting pathways around the play area and to the school.

All costs addressed in the Agreement relating to or in connection with Lions Park (located on Park District property) and/or Westbrook School (located on School District property) and all costs of repair or replacement of fixtures, furnishings, or improvements to the shared facilities in excess of One Thousand Dollars per repair or replacement shall be borne equally by the Parties (except for the 2-5 year olds' playground area, the cost of repair or replacement of which shall be paid by the Park District).

Notwithstanding the foregoing, the Parties agree that the School District shall be responsible for and pay for such repairs and replacements which occur through normal use by the School District but if damage to the furnishings, fixtures and other improvements to the Recreational Facilities are the direct result of Park District activity other than through normal

wear and tear, the Park District agrees that it shall promptly reimburse the School District for its direct costs of necessary repairs or replacements to said furnishings, fixtures or improvements. Any request for reimbursement by the School District in this regard shall include a complete itemization of all damages sustained and costs incurred to repair or replace the furnishings, fixtures or improvements, including statements and/or bills for materials and services.

If damage to the furnishings, fixtures and other improvements to the recreational facilities are the direct result of School District activity, the School District alone shall be responsible for the cost of necessary repairs or replacement of said furnishings, fixtures or improvements so damaged.

3. Section 10 of the Agreement is hereby amended by the addition thereto of the following after the words "March 1, 2024": "at which time (and every three years thereafter) the Agreement shall be automatically renewed for an additional three (3) years (each being a "Renewal Term"), unless either Party not later than ninety (90) days prior to the commencement of any otherwise scheduled Renewal Term gives the other Party written notice of its intent not to renew the Agreement.
  
4. Section 11 of the Agreement is hereby amended by the deletion of the first sentence thereof and substitution of the following in its place and stead: "Each Party shall have the right to terminate this Agreement at any time upon ninety (90) days' written notice to the other Party of its intent to terminate. The remainder of Section 11 of the Agreement is hereby deleted.
  
5. In all other respects the Agreement shall remain in full force and effect as amended hereby.

IN WITNESS WHEREOF, the Parties hereto set their hands and seals as of the Effective Date , by and through their respective duly authorized officials.

BOARD OF EDUCATION, MOUNT  
PROSPECT SCHOOL DISTRICT 57,  
COOK COUNTY, ILLINOIS

By: \_\_\_\_\_

ATTEST:

\_\_\_\_\_

BOARD OF COMMISSIONERS, MT.  
PROSPECT PARK DISTRICT, COOK  
COUNTY, ILLINOIS

By: \_\_\_\_\_

ATTEST:

\_\_\_\_\_



## Mount Prospect School District 57 Board of Education

### MEMORANDUM

To: Members, Board of Education  
 From: Mary Gorr  
 Re: Policies First Read  
 Date: February 17, 2022

The Policy Committee met on February 8, 2022 for a regular meeting to review policies updated in the IASB November 2021 Policy Reference Education Subscription Service (PRESS) packet. A list of the policies is provided below with a brief explanation of the changes being recommended to the Board during First Read on February 17, 2022. Please carefully review the policies and recommended changes and bring forward any concerns to the February 17 meeting. These policies are scheduled for Board action for approval at Second Read on March 17, 2022.

Policy #	Title	Recommendation
2:20	Powers and Duties of the School Board; Indemnification	Policy, Legal References, and Cross References are updated.  Recommendation is to accept PRESS.
2:105	Ethics and Gift Ban	The Legal References are updated in response to legislation.  Recommendation is to accept PRESS.
2:110	Qualifications, Term, and Duties of Board Officers	Legal References, and Administrative Procedure References are updated in response to legislation.  Recommendation is to accept PRESS but maintain current language specific to District 57.
2:120	Board Member Development	The policy is updated in response to legislation.  Recommendation is to accept PRESS.
2:150	Committees	The policy is unchanged.  Recommendation is to accept PRESS.
2:220	School Board Meeting Procedure	The policy is updated in response to legislation.  Recommendation is to accept PRESS.
2:260	Uniform Grievance Procedure	The policy and Legal References are updated for continuous improvement.  Recommendation is to accept PRESS.
3:40	Superintendent	The policy, legal References, and Cross References are updated in response to the General Assembly's focus on resolving Educator Misconduct.  Recommendation is to accept PRESS.

3:50	Administrative Personnel Other Than the Superintendent	The Cross References are updated. Recommendation is to accept PRESS.
3:60	Administrative Responsibility of the Building Principal	The Legal References, Cross References are updated. Recommendation is to accept PRESS.
4:60	Purchases and Contracts	The policy and Legal References updated in response to the Coal Tar Sealant Disclosure Act. Recommendation is to accept PRESS.
4:80	Accounting and Audits	Recommendation is to maintain current policy, with language specific to District 57.
4:110	Transportation	Recommendation is to maintain current policy, with language specific to District 57.
4:120	Food Services	Policy is unchanged. Recommendation is to accept PRESS.
4:150	Facility Management and Building Programs	Policy is unchanged. Recommendation is to accept PRESS but maintain current language specific to District 57.
4:160	Environmental Quality of Buildings and Grounds	Policy, Legal References and footnotes are updated in response to legislation.  Recommendation is to accept PRESS.
4:165	Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors	Policy is new. Recommendation is to accept PRESS.
4:170	Safety	Policy is updated in response to legislation. Recommendation is to accept PRESS but maintain current language specific to District 57.
4:175	Convicted Child Sex Offender; Screening; Notifications	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
5:10	Equal Employment Opportunity and Minority Recruitment	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
5:20	Workplace Harassment Prohibited	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
5:30	Hiring Process and Criteria	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.

5:50	Drug- and AlcoholFree Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
5:90	Abused and Neglected Child Reporting	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
5:100	Staff Development Program	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
5:120	Employee Ethics; Conduct; and Conflict of Interest	Legal References, Cross References, and Administrative Procedure Reference are updated in response to legislative updates. Recommendation is to accept PRESS but maintain current language specific to District 57.
5:125	Personal Technology and Social Media; Usage and Conduct	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
5:150	Personnel Records	Recommendation is to maintain current policy, with language specific to District 57.
5:185	Family and Medical Leave	Recommendation is to maintain current policy, with language specific to District 57.
5:200	Terms and Conditions of Employment and Dismissal	Recommendation is to maintain current policy, with language specific to District 57.
5:210	Resignations	Recommendation is to maintain current policy, with language specific to District 57.
5:220	Substitute Teachers	Policy, Legal References and footnotes are updated in response to legislation. Recommendation is to accept PRESS.
5:250	Leaves of Absence	Policy, Legal References and footnotes are updated in response to legislation. Recommendation is to accept PRESS.
5:260	Student Teachers	The policy is unchanged. The footnotes are updated in response to legislation. Recommendation is to accept PRESS.
5:330	Sick Days, Vacation, Holidays, and Leaves	Recommendation is to maintain current policy, with language specific to District 57.
6:15	School Accountability	Policy, Legal References and footnotes are updated in response to legislation. Recommendation is to accept PRESS.
6:20	School Year Calendar and Day	Policy, Legal References and footnotes are updated in response to legislation. Recommendation is to accept PRESS.
6:50	School Wellness	Recommendation is to maintain current policy, with language specific to District 57.



6:60	Curriculum Content	Policy, Legal References and footnotes are updated in response to legislation. Recommendation is to accept PRESS but maintain current language specific to District 57.
6:120	Education of Children with Disabilities	Policy, Legal References and footnotes are updated in response to legislation. Recommendation is to accept PRESS.
6:130	Program for the Gifted	Policy unchanged. Footnotes are updated in response to legislation. Recommendation is to accept PRESS.
6:135	Accelerated Placement Program	Policy, Legal References and footnotes are updated in response to legislation. Recommendation is to accept PRESS.
6:180	Extended Instructional Programs	Policy updated. Recommendation is to accept PRESS.
6:220	Bring Your Own Technology (BYOT) Program; Responsible Use and Conduct	Recommendation is to maintain current policy, with language specific to District 57.
6:340	Student Testing and Assessment Program	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
7:10	Equal Educational Opportunities	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
7:20	Harassment of Students Prohibited	Policy and Legal References are updated in response to legislation. Recommendation is to accept PRESS.
7:30	Student Assignment and Intra-District Transfer	Recommendation is to maintain current policy, with language specific to District 57.
7:50	School Admissions and Student Transfers To and From Non-District Schools	The policy is unchanged. Recommendation is to accept PRESS but maintain current language specific to District 57.
7:60	Residence	The policy and legal references are updated in response to five-year review and legislative changes. Recommendation is to maintain current policy, with language specific to District 57.
7:70	Attendance and Truancy	Legal References, Cross References, and Administrative Procedure References update in response to legislative updates. Recommendation is to accept PRESS but maintain current language specific to District 57.
7:80	Release Time for Religious Instruction/ Observance	Policy updated in response to legislative changes. Recommendation is to accept PRESS.
7:150	Agency and Police Interviews	Policy updated in response to legislative changes.

		Recommendation is to accept PRESS.
7:160	Student Appearance	Policy updated in response to legislation. Recommendation is to accept PRESS but maintain current language specific to District 57.
7:180	Prevention of and Response to Bullying, Intimidation, and Harassment	Policy and legal references are updated in response to legislative changes. Recommendation is to accept PRESS.
7:190	Student Behavior	Policy, legal references, and cross-references are updated for continuous improvement. Recommendation is to accept PRESS.
7:200	Suspension Procedures	Policy and legal references are updated in response to legislative changes. Recommendation is to accept PRESS.
7:210	Expulsion Procedures	Policy is updated in response to legislative changes. Recommendation is to accept PRESS.
7:240	Conduct Code for Participants in Extracurricular Activities	Recommendation is to maintain current policy, with language specific to District 57.
7:250	Student Support Services	The policy and legal references are updated to legislative updates. Recommendation is to accept PRESS.
7:260	Exemption from Physical Education	Policy is updated in response to legislative updates. Recommendation is to accept PRESS but maintain current language specific to District 57.
7:290	Suicide and Depression Awareness and Prevention	Policy and legal references are updated in response to legislative updates. Recommendation is to accept PRESS.
7:310	Restrictions on Publications; Elementary Schools	Policy and legal references are updated in response to legislative updates. Recommendation is to accept PRESS.
7:340	Student Records	Recommendation is to maintain current policy, with language specific to District 57.
7:345	Use of Educational Technologies; Student Data Privacy and Security	Legal references are updated in response to legislative changes. Recommendation is to accept PRESS.
8:70	Accommodating Individuals with Disabilities	Policy is unchanged, but the cross-references are updated for continuous improvement. Recommendation is to accept PRESS.
8:100	Relations with Other Organizations and Agencies	Policy is unchanged. Recommendation is to accept PRESS.

*\* IASB policies are on an automatic 5-year review cycle regardless of any legislative change.*

## **School Board**

### **Powers and Duties of the School Board; Indemnification**

The major powers and duties of the School Board include, but are not limited to:

1. Organizing the Board after each consolidated election by electing officers and establishing its regular meeting schedule and, thereafter, taking action during lawfully called meetings to faithfully fulfill the Board's responsibilities in accordance with State and federal law.
2. Formulating, adopting, and modifying Board policies, at its sole discretion, subject only to mandatory collective bargaining agreements and State and federal law.
3. Employing a Superintendent and other personnel, making employment decisions, dismissing personnel, including determining whether an employee has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by 325 ILCS 5/, and establishing an equal employment opportunity policy that prohibits unlawful discrimination.
4. Directing, through policy, the Superintendent, in his or her charge of the District's administration.
5. Approving the annual budget, tax levies, major expenditures, payment of obligations, annual audit, and other aspects of the District's financial operation; and making available a statement of financial affairs as provided in State law.
6. Entering contracts using the public bidding procedure when required.
7. Providing, constructing, controlling, and maintaining adequate physical facilities; making school buildings available for use as civil defense shelters; and establishing a resource conservation policy.
8. Establishing an equal educational opportunities policy that prohibits unlawful discrimination.
9. Approving the curriculum, textbooks, and educational services.
10. Evaluating the educational program and approving School Improvement and District Improvement Plans.
11. Presenting the District report card and School report card(s) to parents/guardians and the community; these documents report District, School, and student performance.
12. Establishing and supporting student behavior policies designed to maintain an environment conducive to learning, including deciding individual student suspension or expulsion cases brought before it.
13. Establishing attendance units within the District and assigning students to the schools.
14. Establishing the school year.
15. Requiring a moment of silence to recognize veterans during any type of school event held at a District school on November 11.
16. Providing student transportation services pursuant to State law.
17. Entering into joint agreements with other boards to establish cooperative educational programs or provide educational facilities.
18. Complying with requirements in the Abused and Neglected Child Reporting Act (ANCRA). Specifically, each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.

19. Notifying the State Superintendent of Education promptly and in writing of the name of a licensed teacher who was convicted of a felony, along with the conviction and the name and location of the court where the conviction occurred.
20. Notifying the Teachers' Retirement System (TRS) of the State of Ill. Board of Trustees promptly and in writing when it learns that a teacher as defined in the Ill. Pension Code was convicted of a felony, along with the name and location of the court where the conviction occurred, and the case number assigned by that court to the conviction.
21. Communicating the schools' activities and operations to the community and representing the needs and desires of the community in educational matters.

**Indemnification**

To the extent allowed by law, the Board shall defend, indemnify, and hold harmless School Board members, employees, volunteer personnel (pursuant to 105 ILCS 5/10-22.34, 10-22.34a and 10-22.34b), mentors of certified staff (pursuant to 105 ILCS 5/2-3.53a, 2-3.53b, and 105 ILCS 5/21A-5 et seq.), and student teachers who, in the course of discharging their official duties imposed or authorized by law, are sued as parties in a legal proceeding. Nothing herein, however, shall be construed as obligating the Board to defend, indemnify, or hold harmless any person who engages in criminal activity, official misconduct, fraud, intentional or willful and wanton misconduct, or acts beyond the authority properly vested in the individual.

LEGAL REF.: 105 ILCS 5/10, 5/17-1, 5/21B-85, and 5/27-1.  
 115 ILCS 5/, Ill. Educational Labor Relations Act.  
 325 ILCS 5/, Abused and Neglected Child Reporting Act.

CROSS REF.: 1:10 (School District Legal Status), 1:20 (District Organization, Operations, and Cooperative Agreements), 2:10 (School District Governance), 2:80 (Board Member Oath and Conduct), 2:140 (Communications To and From the Board), 2:210 (Organizational School Board Meeting), 2:240 (Board Policy Development), 4:60 (Purchases and Contracts), 4:70 (Resource Conservation), 4:100 (Insurance Management), 4:110 (Transportation), 4:150 (Facility Management and Building Programs), 4:165 (Awareness and Prevention of Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:290 (Employment Termination and Suspensions), 6:10 (Educational Philosophy and Objectives), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 7:10 (Equal Educational Opportunities), 7:30 (Student Assignment and Intra-District Transfer), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 8:10 (Connection with the Community), 8:30 (Visitors to and Conduct on School Property)



## **School Board**

### **Ethics and Gift Ban**

#### **Prohibited Political Activity**

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

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

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

#### **Limitations on Receiving Gifts**

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

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

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter,



stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.

7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. *Catered* means food or refreshments that are purchased ready to consume, which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. *Intra-governmental gift* means any gift given to a Board member or employee from another Board member or employee, and *inter-governmental gift* means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

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

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

#### Enforcement

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

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board Attorney, either place the alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any

decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

### Definitions

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

*Political activity* means:

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

With respect to an employee whose hours are not fixed, *compensated time* includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

*Prohibited source* means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;



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

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

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

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

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

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Board President shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. If the allegations concern the President, or the President is a witness or otherwise conflicted, the Vice President shall make the appointment. If the allegations concern both the President and Vice President, and/or they are witnesses or otherwise conflicted, the Board Secretary shall make the appointment. The investigator shall prepare a written report and submit it to the Board.

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

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

LEGAL REF.: 105 ILCS 5/22-90 (final citation pending).  
 5 ILCS 430/, State Officials and Employees Ethics Act.  
 10 ILCS 5/9-25.1, Election Interference Prohibition Act.

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

## School Board

### Qualifications, Term, and Duties of Board Officers

The School Board officers are: President, Vice President, Secretary, and Treasurer. These officers are elected or appointed by the Board at its organizational meeting.

#### President

The Board elects a President from its members for a one-year term. The duties of the President are to:

1. Preside at all meetings;
2. Focus the Board meeting agendas on appropriate content;
3. Make all Board committee appointments, unless specifically stated otherwise;
4. Attend and observe any Board committee meeting at his or her discretion;
5. Represent the Board on other boards or agencies;
6. Sign official District documents requiring the President's signature, including Board minutes and Certificate of Tax Levy;
7. Call special meetings of the Board;
8. Serve as the head of the public body for purposes of the Open Meetings Act and Freedom of Information Act;
9. Ensure that a quorum of the Board is physically present at all Board meetings, except as otherwise provided by the Open Meetings Act;
10. Administer the oath of office to new Board members;
11. Serve as or appoint the Board's official spokesperson to the media;
12. Except when the Board President is the subject of a complaint of sexual harassment, a witness, or otherwise conflicted, appoint a qualified outside investigator to conduct an independent review of allegations of sexual harassment made against a Board member by another Board member or elected official; and
13. Ensure that the fingerprint-based criminal history records information checks and/or screenings required by State law and policy 5:30, *Hiring Process and Criteria*, are completed for the Superintendent.

The President is permitted to participate in all Board meetings in a manner equal to all other Board members, including the ability to make and second motions.

The Vice President fills a vacancy in the Presidency.

#### Vice President

The Board elects a Vice President from its members for a one-year term. The Vice President performs the duties of the President if:

1. The office of President is vacant;
2. The President is absent; or
3. The President is unable to perform the office's duties.

A vacancy in the Vice Presidency is filled by a special Board election.

#### Secretary

The Board elects a Secretary for a two-year term. The Secretary may be, but is not required to be, a Board member. The Secretary may receive reasonable compensation as determined by the Board before

appointment. However, if the Secretary is a Board member, the compensation shall not exceed \$500 per year, as fixed by the Board at least 180 days before the beginning of the term. The duties of the Secretary are to:

1. Keep minutes for all Board meetings, and keep the verbatim record for all closed Board meetings;
2. Mail meeting notification and agenda to news media who have officially requested copies;
3. Keep records of the Board's official acts, and sign them, along with the President, before submitting them to the Treasurer at such times as the Treasurer may require;
4. Report to the Treasurer on or before July 7, annually, such information as the Treasurer is required to include in the Treasurer's report to the Regional Superintendent;
5. Act as the local election official for the District;
6. Arrange public inspection of the budget before adoption;
7. Publish required notices;
8. Sign official District documents requiring the Secretary's signature; and
9. Maintain Board policy and such other official documents as directed by the Board.

The Secretary may delegate some or all of these duties, except when State law prohibits the delegation. The Board appoints a secretary pro tempore, who may or may not be a Board member, if the Secretary is absent from any meeting or refuses to perform the duties of the office. A permanent vacancy in the office of Secretary is filled by special Board election.

#### Treasurer

The Treasurer of the Board shall be either a member of the Board who serves a one-year term or a non-Board member who serves at the Board's pleasure. A Treasurer who is a Board member may not be compensated. A Treasurer who is not a Board member may be compensated provided it is established before the appointment. The Treasurer must:

1. Be at least 21 years old;
2. Not be a member of the County Board of School Trustees; and
3. Have a financial background or related experience, or 12 credit hours of college-level accounting.

The Treasurer shall:

1. Furnish a bond, which shall be approved by a majority of the full Board;
2. Maintain custody of school funds;
3. Maintain records of school funds and balances;
4. Prepare a monthly reconciliation report for the Superintendent and Board; and
5. Receive, hold, and expend District funds only upon the order of the Board.

A vacancy in the Treasurer's office is filled by Board appointment.

LEGAL REF.: 5 ILCS 120/7 and 420/4A-106.  
105 ILCS 5/8-1, 5/8-2, 5/8-3, 5/8-6, 5/8-16, 5/8-17, 5/10-1, 5/10-5, 5/10-7, 5/10-8, 5/10-13, 5/10-13.1, 5/10-14, 5/10-16.5, 5/10-21.9, 5/17-1, and 5/21B-85.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:105 (Ethics and Gift Ban), 2:150 (Committees), 2:210 (Organizational School Board Meeting), 2:220 (School Board Meeting Procedure)

## **School Board**

### **Board Member Development**

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

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

### **Mandatory Board Member Training**

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

1. Each Board member elected or appointed to fill a vacancy of at least one year's duration must complete at least four hours of professional development leadership training in education and labor law, financial oversight and accountability, fiduciary responsibilities, and (beginning in the fall of 2023) trauma-informed practices for students and staff within the first year of his or her first term.
2. Each Board member must complete training on the Open Meetings Act no later than 90 days after taking the oath of office for the first time. After completing the training, each Board member must file a copy of the certificate of completion with the Board. Training on the Open Meetings Act is only required once.
3. Each Board member must complete a training program on evaluations under the Performance Evaluation Reform Act (PERA) before participating in a vote on a tenured teacher's dismissal using the optional alternative evaluation dismissal process. This dismissal process is available after the District's PERA implementation date.

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

### **Professional Development: Adverse Consequences of School Exclusion: Student Behavior**

The Board President or Superintendent, or their designees, will make reasonable efforts to provide ongoing professional development to Board members about the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.

### **Board Self-Evaluation**

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

### **New Board Member Orientation**

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

1. The Board President or Superintendent, or their designees, shall give each new Board member a copy of or online access to the Board Policy Manual, the Board's regular meeting minutes for the past year, and other helpful information including material describing the District and explaining the Board's roles and responsibilities.

2. The Board President or designee shall schedule one or more special Board meetings, or schedule time during regular meetings, for Board members to become acquainted and to review Board processes and procedures.
3. The Board President may request a veteran Board member to mentor a new member.
4. All new members are encouraged to attend workshops for new members conducted by the Illinois Association of School Boards.

Candidates

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

LEGAL REF.: 5 ILCS 120/1.05 and 120/2.  
105 ILCS 5/10-16a and 5/24-16.5.

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

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## **School Board**

### **Committees**

The School Board may establish committees to assist with the Board's governance function and, in some situations, to comply with State law requirements. These committees are known as Board committees and report directly to the Board. Committee members may include both Board members and non-Board members depending on the committee's purpose. The Board President makes all Board committee appointments unless specifically stated otherwise. Board committee meetings shall comply with the Open Meetings Act. A Board committee may not take final action on behalf of the Board – it may only make recommendations to the Board.

### **Special Board Committees**

A special committee may be created for specific purposes or to investigate special issues. A special committee is automatically dissolved after presenting its final report to the Board or at the Board's discretion.

### **Standing Board Committees**

A standing committee is created for an indefinite term although its members will fluctuate. Standing committees are:

1. Board Policy Committee. This committee researches policy issues, and provides information and recommendations to the Board.
2. Parent-Teacher Advisory Committee. This committee assists in the development of student behavior policy and procedure, and provides information and recommendations to the Board. Its members are parents/guardians and teachers, and may include persons whose expertise or experience is needed. The committee reviews such issues as administering medication in the schools, reciprocal reporting between the School District and local law enforcement agencies regarding criminal offenses committed by students, student discipline, disruptive classroom behavior, school bus safety procedures, and the dissemination of student conduct information.
3. Behavioral Interventions Committee. This committee develops and monitors procedures for using behavioral interventions in accordance with Board policy 7:230, *Misconduct by Students with Disabilities*, and provides information and recommendations to the Board. At the Board President's discretion, the Parent-Teacher Advisory Committee shall perform the duties assigned to the Behavioral Interventions Committee.

Nothing in this policy limits the authority of the Superintendent or designee to create and use committees that report to him or her or to other staff members.

LEGAL REF.: 5 ILCS 120/, Open Meetings Act.  
105 ILCS 5/10-20.14 and 5/14-8.05.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of School Board Meetings), 2:240 (Board Policy Development), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

## School Board

### School Board Meeting Procedure

#### Agenda

The School Board President is responsible for focusing the Board meeting agendas on appropriate content. The Superintendent shall prepare agendas in consultation with the Board President. The President shall designate a portion of the agenda as a consent agenda for those items that usually do not require extensive discussion before Board action. Upon the request of any Board member, an item will be withdrawn from the consent agenda and placed on the regular agenda for independent consideration.

Each Board meeting agenda shall contain the general subject matter of any item that will be the subject of final action at the meeting. Items submitted by Board members to the Superintendent or the President shall be placed on the agenda for an upcoming meeting. District residents may suggest inclusions for the agenda. The Board will take final action only on items contained in the posted agenda; items not on the agenda may still be discussed.

The Superintendent shall provide a copy of the agenda, with adequate data and background information, to each Board member at least 48 hours before each meeting, except a meeting held in the event of an emergency. The meeting agenda shall be posted in accordance with Board policy 2:200, *Types of School Board Meetings*.

The Board President shall determine the order of business at regular Board meetings. Upon consent of a majority of members present, the order of business at any meeting may be changed.

#### Voting Method

Unless otherwise provided by law, when a vote is taken upon any measure before the Board, with a quorum being present, a majority of the votes cast shall determine its outcome. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, is counted for the purposes of determining whether a quorum is present. A vote of *abstain* or *present*, or a vote other than *yea* or *nay*, or a failure to vote, however, is not counted in determining whether a measure has been passed by the Board, unless otherwise stated in law. The sequence for casting votes is rotated.

On all questions involving the expenditure of money and on all questions involving the closing of a meeting to the public, a roll call vote shall be taken and entered in the Board's minutes. An individual Board member may request that a roll call vote be taken on any other matter; the President or other presiding officer may approve or deny the request but a denial is subject to being overturned by a majority vote of the members present.

#### Minutes

The Board Secretary shall keep written minutes of all Board meetings (whether open or closed), which shall be signed by the President and the Secretary. The minutes include:

1. The meeting's date, time, and place;
2. Board members recorded as either present or absent;
3. A summary of the discussion on all matters proposed, deliberated, or decided, and a record of any votes taken;
4. On all matters requiring a roll call vote, a record of who voted *yea* and *nay*;
5. If the meeting is adjourned to another date, the time and place of the adjourned meeting;



6. The vote of each member present when a vote is taken to hold a closed meeting or portion of a meeting, and the reason for the closed meeting with a citation to the specific exception contained in the Open Meetings Act (OMA) authorizing the closed meeting;
7. A record of all motions, including individuals making and seconding motions;
8. Upon request by a Board member, a record of how he or she voted on a particular motion; and
9. The type of meeting, including any notices and, if a reconvened meeting, the original meeting's date.

The minutes shall be submitted to the Board for approval or modification at its next regularly scheduled open meeting. Minutes for open meetings must be approved within 30 days after the meeting or at the second subsequent regular meeting, whichever is later.

Every six months, or as soon after as is practicable, in an open meeting, the Board: (1) reviews minutes from all closed meetings that are currently unavailable for public release, and (2) determines which, if any, no longer require confidential treatment and are available for public inspection. This is also referred to as a *semi-annual review*. The Board may meet in a prior closed session to review the minutes from closed meetings that are currently unavailable for public release, but it reports its determination in open session.

The Board's meeting minutes must be submitted to the Board Treasurer at such times as the Treasurer may require.

The official minutes are in the custody of the Board Secretary. Open meeting minutes are available for inspection during regular office hours within 10 days after the Board's approval; they may be inspected in the District's main office, in the presence of the Secretary, the Superintendent or designee, or any Board member.

Minutes from closed meetings are likewise available, but only if the Board has released them for public inspection, except that Board members may access closed session minutes not yet released for public inspection (1) in the District's administrative offices or their official storage location, and (2) in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. The minutes, whether reviewed by members of the public or the Board, shall not be removed from the District's administrative offices or their official storage location except by vote of the Board or by court order.

The Board's open meeting minutes shall be posted on the District website within ten days after the Board approves them; the minutes will remain posted for at least 60 days.

#### Verbatim Record of Closed Meetings

The Superintendent, or the Board Secretary when the Superintendent is absent, shall audio record all closed meetings. If neither is present, the Board President or presiding officer shall assume this responsibility. After the closed meeting, the person making the audio recording shall label the recording with the date and store it in a secure location. The Superintendent shall ensure that: (1) an audio recording device and all necessary accompanying items are available to the Board for every closed meeting, and (2) a secure location for storing closed meeting audio recordings is maintained close to the Board's regular meeting location.

After 18 months have passed since being made, the audio recording of a closed meeting is destroyed provided the Board approved: (1) its destruction, and (2) minutes of the particular closed meeting.

Individual Board members may access verbatim recordings in the presence of the Recording Secretary, the Superintendent or designated administrator, or any elected Board member. Access to the verbatim recordings is available at the District's administrative offices or the verbatim recording's official storage location. Requests shall be made to the Superintendent or Board President. While a Board member is listening to a verbatim recording, it shall not be re-recorded or removed from the District's main office or official storage location, except by vote of the Board or by court order.

Before making such requests, Board members should consider whether such requests are germane to their responsibilities, service to District, and/or Oath of Office in policy 2:80, *Board Member Oath and Conduct*. In

the interest of encouraging free and open expression by Board members during closed meetings, the recordings of closed meetings should not be used by Board members to confirm or dispute the accuracy of recollections.

#### Quorum and Participation by Audio or Video Means

A quorum of the Board must be physically present at all Board meetings. A majority of the full membership of the Board constitutes a quorum.

Provided a quorum is physically present, a Board member may attend a meeting by video or audio conference if he or she is prevented from physically attending because of: (1) personal illness or disability, (2) employment or District business, or (3) a family or other emergency. If a member wishes to attend a meeting by video or audio means, he or she must notify the recording secretary or Superintendent at least 24 hours before the meeting unless advance notice is impractical. The recording secretary or Superintendent will inform the Board President and make appropriate arrangements. A Board member who attends a meeting by audio or video means, as provided in this policy, may participate in all aspects of the Board meeting including voting on any item.

#### No Physical Presence of Quorum and Participation by Audio or Video: Disaster Declaration

The ability of the Board to meet in person with a quorum physically present at its meeting location may be affected by the Governor or the Director of the Ill. Dept. of Public Health issuing a disaster declaration related to a public health emergency. The Board President or, if the office is vacant or the President is absent or unable to perform the office's duties, the Vice President determines that an in-person meeting or a meeting conducted under the **Quorum and Participation by Audio or Video Means** subhead above, is not practical or prudent because of the disaster declaration; if neither the President nor Vice President are present or able to perform this determination, the Superintendent shall serve as the duly authorized designee for purposes of making this determination.

The individual who makes this determination for the Board shall put it in writing, include it on the Board's published notice and agenda for the audio or video meeting and in the meeting minutes, and ensure that the Board meets every OMA requirement for the Board to meet by video or audio conference without the physical presence of a quorum.

#### Rules of Order

Unless State law or Board-adopted rules apply, the Board President, as the presiding officer, will use the most recent edition of Robert's Rules of Order Newly Revised, as a guide when a question arises concerning procedure.

#### Broadcasting and Recording Board Meetings

Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open Board meeting, such as seating, writing surfaces, lighting, and access to electrical power, should be directed to the Superintendent at least 24 hours before the meeting.

Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movements of individuals who are using recording equipment, or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting.

LEGAL REF.: 5 ILCS 120/2a, 120/2.02, 120/2.05, 120/2.06, and 120/7.  
105 ILCS 5/10-6, 5/10-7, 5/10-12, and 5/10-16.

CROSS REF.: 2:80 (Board Member Oath and Conduct), 2:150 (Committees), 2:200 (Types of School Board Meetings), 2:210 (Organizational School Board Meeting), 2:230 (Public Participation at School Board Meetings and Petitions to the Board)

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## School Board

### Uniform Grievance Procedure

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

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

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

### Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed under this policy shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another



remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

#### Deadlines

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

#### Filing a Complaint

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

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

#### Investigation Process

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

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

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

The Superintendent will keep the Board informed of all complaints.

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

#### Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Superintendent shall mail his or her written decision to the Complainant and the accused by registered mail, return receipt

requested, and/or personal delivery as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

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

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

For complaints containing allegations involving the Superintendent or Board member(s), within 30 school business days after receiving the Complaint Manager's or outside investigator's report, the Board shall mail its written decision to the Complainant and the accused by registered mail, return receipt requested, and/or personal delivery as well as to the Complaint Manager.

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

#### Appointing a Nondiscrimination Coordinator and Complaint Managers

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

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

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

#### **Nondiscrimination Coordinator:**

Jason Kaiz  
Name  
701 Gregory Mt. Prospect, IL 60056  
Address  
jkaiz@d57.org  
Email  
847-394-7300 ext. 1003  
Telephone

#### **Complaint Managers:**

Dr. Kristin Vonder Haar  
Name  
701 Gregory Mt. Prospect, IL 60056  
Address  
kvonderhaar@d57.org  
Email  
847-394-7300 ext. 1002  
Telephone

Jason Kaiz  
Name  
701 Gregory Mt. Prospect, IL 60056  
Address  
jkaiz@d57.org  
Email  
847-394-7300 ext. 1003  
Telephone

LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.  
 20 U.S.C. §1232g, Family Education Rights Privacy Act.  
 20 U.S.C. §1400, The Individuals with Disabilities Education Act.  
 20 U.S.C. §1681 et seq., Title IX of the Education Amendments; 34 C.F.R. Part 106.  
 29 U.S.C. §206(d), Equal Pay Act.  
 29 U.S.C. §621 et seq., Age Discrimination in Employment Act.  
 29 U.S.C. §791 et seq., Rehabilitation Act of 1973.  
 29 U.S.C. §2612, Family and Medical Leave Act.  
 42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act.  
 42 U.S.C. §2000e et seq., Equal Employment Opportunities Act (Title VII of the Civil Rights Act).  
 42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act.  
 42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.  
 42 U.S.C. §12101 et seq., Americans With Disabilities Act.  
 105 ILCS 5/2-3.8, 5/3-10, 5/10-20, 5/10-20.5, 5/10-20.7a, 5/10-20.60, 5/10-20.69 5/10-20.75 (final citation pending), 5/10-22.5, 5/22-19, 5/24-4, 5/27-1, 5/27-23.7, and 45/1-15.  
 5 ILCS 415/10(a)(2), Government Severance Pay Act.  
 5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.  
 410 ILCS 513/, Ill. Genetic Information Privacy Act.  
 740 ILCS 174/, Whistleblower Act.  
 740 ILCS 175/, Ill. False Claims Act.  
 775 ILCS 5/, Ill. Human Rights Act.  
 820 ILCS 180/, Victims' Economic Security and Safety Act; 56 Ill.Admin.Code Part 280.  
 820 ILCS 112/, Equal Pay Act of 2003.  
 820 ILCS 70/, Employee Credit Privacy Act, 70/10(b), and 70/2523 Ill.Admin.Code §§1.240, 200.40, 226.50, and 226.570.

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Sexual Harassment Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10 (Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement), 8:110 (Public Suggestions and Concerns)



## **General School Administration**

### **Superintendent**

#### **Duties and Authority**

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with School Board policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law, including the special reporting responsibilities in policy 5:90, *Abused and Neglected Child Reporting*. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

#### **Qualifications**

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent must have and maintain a Professional Educator License with a superintendent endorsement issued by the Illinois State Educator Preparation and Licensure Board.

#### **Evaluation**

The Board will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with State law, the Board's policies and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

#### **Compensation and Benefits**

The Board and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the Board and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-21.9, 5/10-23.8, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.

5 ILCS 120/7.3, Open Meetings Act.

23 Ill.Admin.Code §§1.310, 1.705, and 25.355.

CROSS REF: 2:20 (Powers and Duties of the School Board; Indemnification), 2:130 (Board-Superintendent Relationship), 2:240 (Board Policy Development), 3:10 (Goals and Objectives), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:290 (Employment Termination and Suspensions)

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## **General School Administration**

### **Administrative Personnel Other Than the Superintendent**

#### Duties and Authority

The School Board establishes District administrative and supervisory positions in accordance with the District's needs and State law. This policy applies to all administrators other than the Superintendent, including without limitation, Building Principals. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Superintendent's recommendation, and contained in the respective position's job description. In the event of a conflict, State law and/or the administrator's employment agreement shall control.

#### Qualifications

All administrative personnel shall be appropriately licensed and shall meet all applicable requirements contained in State law and Illinois State Board of Education rules.

#### Evaluation

The Superintendent or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board.

Administrators shall annually present evidence to the Superintendent of professional growth through attendance at educational conferences, additional schooling, in-service training, and Illinois Administrators' Academy courses, or through other means as approved by the Superintendent.

#### Administrative Work Year

The work year for administrators shall be the same as the District's fiscal year, July 1 through June 30, unless otherwise stated in the employment agreement. In addition to legal holidays, administrators shall have vacation periods as approved by the Superintendent. All administrators shall be available for work when their services are necessary.

#### Compensation and Benefits

The Board and each administrator shall enter into an employment agreement that complies with Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

The Board will consider the Superintendent's recommendations when setting compensation for individual administrators. These recommendations should be presented to the Board no later than the March Board meeting or at such earlier time that will allow the Board to consider contract renewal and nonrenewal issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel.

LEGAL REF: 105 ILCS 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, 5/21B, and 5/24A.  
23 Ill.Admin.Code §§1.310, 1.705, and 50.300; and Parts 25 and 29.

CROSS REF: 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

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## **General School Administration**

### **Administrative Responsibility of the Building Principal**

#### **Duties and Authority**

The School Board, upon the recommendation of the Superintendent, employs Building Principals as the chief administrators and instructional leaders of their assigned schools, and may employ Assistant Principals. The primary responsibility of a Building Principal is the improvement of instruction. Each Building Principal shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Superintendent may assign, that are consistent with the Building Principal's education and training. Each Building Principal and Assistant Principal shall complete State law requirements to be a prequalified evaluator before conducting an evaluation of a teacher or assistant principal.

#### **Evaluation Plan**

The Superintendent or designee shall implement an evaluation plan for Principals and Assistant Principals that complies with Section 24A-15 of the School Code and relevant Illinois State Board of Education rules. Using that plan, the Superintendent or designee shall evaluate each Building Principal and Assistant Principal. The Superintendent or designee may conduct additional evaluations.

#### **Qualifications and Other Terms and Conditions of Employment**

Qualifications and other terms and conditions of employment are found in Board policy 3:50, *Administrative Personnel Other Than the Superintendent*.

LEGAL REF.: 105 ILCS 5/2-3.53a, 5/10-20.14, 5/10-21.4a, 5/10-23.8a, 5/10-23.8b, and 5/24A-15.  
10 ILCS 5/4-6.2, Election Code.  
105 ILCS 127/, School Reporting of Drug Violations Act.  
23 Ill.Admin.Code Parts 35 and 50, Subpart D.

CROSS REF.: 3:50 (Administrative Personnel Other Than the Superintendent), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:150 (Personnel Records), 5:210 (Resignations), 5:250 (Leaves of Absence), 5:290 (Employment Termination and Suspensions)

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## **Operational Services**

### **Purchases and Contracts**

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

#### **Standards for Purchasing and Contracting**

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

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

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

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

1. Supplies, materials, or work involving an expenditure in excess of \$25,000 must comply with the State law bidding procedure, 105 ILCS 5/10-20.21, unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with 105 ILCS 5/19b-1 *et seq.*
4. Third party non-instructional services must comply with 105 ILCS 5/10-22.34c.
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with 105 ILCS 5/10-20.21(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with 105 ILCS 5/10-20.21(b-10).
7. The purchase of paper and paper products must comply with 105 ILCS 5/10-20.19c and Board policy 4:70, *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:
  - a. In accordance with 105 ILCS 5/10-21.9(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in 105 ILCS 5/10-21.9(c) and 5/21B-80(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibits any of the contractor's employees from having direct, daily contact with one or more students if the employee was found guilty of any offense in 5/21B-80(b) (certain drug offenses) until seven

years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.

- b. In accordance with 105 ILCS 5/24-5: (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease if the employee will have direct, daily contact with one or more student(s); and (2) require any new or existing employee who has and will have direct, daily contact with one or more student(s) to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Ill. Department of Public Health rules or order of a local health official.
9. After 1-1-23, any pavement engineering project using a coal tar-based sealant product or high polycyclic aromatic hydrocarbon sealant product for pavement engineering-related use must comply with the Coal Tar Sealant Disclosure Act.
10. Purchases made with federal or State awards must comply with 2 C.F.R. Part 200 and 30 ILCS 708/, as applicable, and any terms of the award.

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

LEGAL REF.: 2 C.F.R. Part 200.

105 ILCS 5/10-20.19c, 5/10-20.21, 5/10-21.9, 5/10-22.34c, 5/19b-1 et seq., and 5/24-5.

30 ILCS 708/, Grant Accountability and Transparency Act.

410 ILCS 170/, Coal Tar Sealant Disclosure Act.

820 ILCS 130/, Prevailing Wage Act.

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

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## **Operational Services**

### **Accounting and Audits**

The School District's accounting and audit services shall comply with the *Requirements for Accounting, Budgeting, Financial Reporting, and Auditing*, as adopted by the Ill. State Board of Education (ISBE), State and federal laws and regulations, and generally accepted accounting principles. Determination of liabilities and assets, prioritization of expenditures of governmental funds, and provisions for accounting disclosures shall be made in accordance with government accounting standards as directed by the auditor designated by the Board. The Superintendent, in addition to other assigned financial responsibilities, shall report monthly on the District's financial performance, both income and expense, in relation to the financial plan represented in the budget.

### **Annual Audit**

At the close of each fiscal year, the Superintendent shall arrange an audit of the District funds, accounts, statements, and other financial matters. The audit shall be performed by an independent certified public accountant designated by the Board and be conducted in conformance with prescribed standards and legal requirements. A complete and detailed written audit report shall be provided to each Board member and to the Superintendent. The Superintendent shall annually, on or before October 15, submit an original and one copy of the audit to the Regional Superintendent of Schools.

### **Annual Financial Report**

The Superintendent or designee shall annually prepare and submit the Annual Financial Report on a timely basis using the form adopted by the ISBE. The Superintendent shall review and discuss the Annual Financial Report with the Board before it is submitted.

### **Inventories**

The Superintendent or designee is responsible for establishing and maintaining accurate inventory records. The inventory record of supplies and equipment shall include a description of each item, quantity, location, purchase date, and cost or estimated replacement cost, unless the supplies and equipment are acquired by the District pursuant to a federal or State grant award, in which case the inventory record shall also include the information required by 2 C.F.R. §200.313, if applicable. The Superintendent shall establish procedures for the management of property acquired by the District under grant awards that comply with federal and State law.

### **Capitalization Threshold**

To be considered a capital asset for financial reporting purposes, a capital item must be at or above a capitalization threshold of \$5,000 and have an estimated useful life greater than one year.

### **Disposition of District Property**

The Superintendent or designee shall notify the Board, as necessary, of the following so that the Board may consider its disposition: (1) District personal property (property other than buildings and land) that is no longer needed for school purposes, and (2) school site, building, or other real estate that is unnecessary, unsuitable, or inconvenient. Notwithstanding the above, the Superintendent or designee may unilaterally dispose of personal property of a diminutive value. The Superintendent shall establish procedures for the disposition of property acquired by the District under grant awards that comply with federal and State law.

### Taxable Fringe Benefits

The Superintendent or designee shall: (1) require that all use of District property or equipment by employees is for the District's convenience and best interests unless it is a Board-approved fringe benefit, and (2) ensure compliance with the Internal Revenue Service regulations regarding when to report an employee's personal use of District property or equipment as taxable compensation.

### Controls for Revolving Funds and Petty Cash

Revolving funds and the petty cash system are established in Board policy 4:50, *Payment Procedures*. The Superintendent shall: (1) designate a custodian for each revolving fund and petty cash fund, (2) obtain a bond for each fund custodian, and (3) maintain the funds in compliance with this policy, State law, and ISBE rules. A check for the petty cash fund may be drawn payable to the designated petty cash custodian. Bank accounts for revolving funds are limited to a maximum balance of \$500.00. All expenditures from these bank accounts must be directly related to the purpose for which the account was established and supported with documentation, including signed invoices or receipts. All deposits into these bank accounts must be accompanied with a clear description of their intended purpose. The Superintendent or designee shall include checks written to reimburse revolving funds on the Board's monthly listing of bills indicating the recipient and including an explanation.

### Control Requirements for Checks

The Board must approve all bank accounts opened or established in the District's or a District school's name or with the District's Federal Employer Identification Number. All checks issued by the School District must be signed by either the Treasurer or Board President, except that checks from accounts containing student activity funds or fiduciary funds and checks from revolving accounts may be signed by their respective account custodians.

### Internal Controls

The Superintendent is primarily responsible for establishing and implementing a system of internal controls for safeguarding the District's financial condition; the Board, however, will oversee these safeguards. The control objectives are to ensure efficient business and financial practices, reliable financial reporting, and compliance with State law and Board policies, and to prevent losses from fraud, waste, and abuse, as well as employee error, misrepresentation by third parties, or other imprudent employee action.

The Superintendent or designee shall annually audit the District's financial and business operations for compliance with established internal controls and provide the results to the Board. The Board may from time-to-time engage a third party to audit internal controls in addition to the annual audit.

LEGAL REF.: 2 C.F.R. §200 et seq.

30 ILCS 708/, Grant Accountability and Transparency Act, implemented by 44 Ill. Adm. Code 7000 et seq.

105 ILCS 5/2-3.27, 5/2-3.28, 5/3-7, 5/3-15.1, 5/5-22, 5/10-21.4, 5/10-20.19, 5/10-22.8, and 5/17-1 et seq.

23 Ill. Admin. Code Part 100.

CROSS REF.: 4:10 (Fiscal and Business Management), 4:50 (Payment Procedures), 4:55 (Use of Credit and Procurement Cards), 4:90 (Student Activity and Fiduciary Funds)



## **Operational Services**

### **Transportation**

The District shall provide free transportation for any student in the District who resides: (1) at a distance of one and one-half miles or more from his or her assigned school, unless the School Board has certified to the Ill. State Board of Education that adequate public transportation is available, or (2) if adequate public transportation is not available, within one and one-half miles from his or her assigned school where walking to or from school or to or from a pick-up point or bus stop would constitute a *serious safety hazard* due to either (a) vehicular traffic or rail crossing or (b) *a course or pattern of criminal activity*, as defined in the Ill. Streetgang Terrorism Omnibus Prevention Act, 740 ILCS 147/.A student's parent(s)/guardian(s) may file a petition with the Board requesting transportation due to the existence of a serious safety hazard. Free transportation service and vehicle adaptation is provided for a special education student if included in the student's individualized educational program. Non-public school students shall be transported in accordance with State law. Homeless students shall be transported in accordance with Section 45/1-15 of the Education for Homeless Children Act. Foster care students shall be transported in accordance with Section 6312(c)(5)(B) of the Elementary and Secondary Education Act.

If a student is at a location within the District, other than his or her residence, for child care purposes at the time for transportation to and/or from school, that location may be considered for purposes of determining the one and one-half miles from the school attended. Unless the Superintendent or designee establishes new routes, pick-up and drop-off locations for students in day care must be along the District's regular routes. The District will not discriminate among types of locations where day care is provided, which may include the premises of licensed providers, relatives' homes, or neighbors' homes.

Bus schedules and routes shall be determined by the Superintendent or designee and shall be altered only with the Superintendent or designee's approval and direction. In setting the routes, the pick-up and discharge points should be as safe for students as possible.

No school employee may transport students in school or private vehicles unless authorized by the administration.

Every vehicle regularly used for the transportation of students must pass safety inspections in accordance with State law and Ill. Dept. of Transportation regulations. The strobe light on a school bus may be illuminated only when the bus is actually being used as a school bus and (1) is stopping or stopped for loading or discharging students on a highway outside an urban area, or (2) is bearing one or more students. The Superintendent shall implement procedures in accordance with State law for accepting comment calls about school bus driving.

All contracts for charter bus services must contain the clause prescribed by State law regarding criminal background checks for bus drivers.

### **Pre-Trip and Post-Trip Vehicle Inspection**

The Superintendent or designee shall develop and implement a pre-trip and post-trip inspection procedure to ensure that the school bus driver: (1) tests the two-way radio or cellular radio telecommunication device and ensures that it is functioning properly before the bus is operated, and (2) walks to the rear of the bus before leaving the bus at the end of each route, work shift, or work day, to check the bus for children or other passengers in the bus.

LEGAL REF.: 20 U.S.C. §6312(c)(5)(B), Elementary and Secondary Education Act.  
42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.  
105 ILCS 5/10-22.22 and 5/29-1 et seq.  
105 ILCS 45/1-15 and /1-17.  
625 ILCS 5/1-148.3a-5, 5/1-182, 5/11-1414.1, 5/12-813.1, 5/12-815, 5/12-816, 5/12-821, and 5/13-109.  
23 Ill.Admin.Code §§1.510 and 226.750; Part 120.  
92 Ill.Admin.Code Part 440.

CROSS REF.: 4:170 (Safety), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:280 (Duties and Qualifications), 6:140 (Education of Homeless Children), 6:170 (Title I Programs), 7:220 (Bus Conduct)

ADMIN. PROC.: 4:110-AP2 (Bus Driver Communication Devices; Pre-Trip and Post-Trip Inspection; Bus Driving Comments), 4:110-AP3 (School Bus Safety Rules), 4:110-E (Emergency Medical Information for Students Having Special Needs or Medical Conditions Who Ride School Buses), 6:140-AP (Education of Homeless Children)



## Operational Services

### Food Services

Good nutrition shall be promoted in the District's meal programs and in other food and beverages that are sold to students during the school day. The Superintendent shall manage a food service program that complies with this policy and is in alignment with School Board policy 6:50, *School Wellness*.

Food or beverage items sold to students as part of a reimbursable meal under federal law must follow the nutrition standards specified in the U.S. Dept. of Agriculture rules that implement the National School Lunch and Child Nutrition Acts. Schools being reimbursed for meals under these laws are *participating schools*.

The food service program in participating schools shall comply with the nutrition standards specified in the U.S. Dept. of Agriculture's *Smart Snacks rules* when it offers competitive foods to students on the school campus during the school day. *Competitive foods* are all food and beverages that are offered by any person, organization or entity for sale to students on the school campus during the school day that are not reimbursed under programs authorized by federal law. The food service programs in participating schools shall also comply with any applicable mandates in the Illinois State Board of Education's School Food Service rules implementing these federal laws and the Ill. School Breakfast and Lunch Program Act.

All revenue from the sale of any food or beverages sold in competition with the School Breakfast Program or National School Lunch Program to students in food service areas during the meal period shall accrue to the nonprofit school lunch program account.

LEGAL REF.: 42 U.S.C. §1751 et seq., Russell B. National School Lunch Act.  
42 U.S.C. §1771 et seq., Child Nutrition Act of 1966.  
7 C.F.R. Parts 210 and 220, Food and Nutrition Service.  
105 ILCS 125/.  
23 Ill.Admin.Code Part 305, School Food Service.

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:50 (School Wellness)

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## **Operational Services**

### **Facility Management and Building Programs**

The Superintendent shall manage the District's facilities and grounds as well as facility construction and building programs in accordance with the law, the standards set forth in this policy, and other applicable School Board policies. The Superintendent or designee shall facilitate: (1) inspections of schools by the Regional Superintendent and State Fire Marshal or designee, (2) review of plans and specifications for future construction or alterations of a school if requested by the relevant municipality, county (if applicable), or fire protection district, and (3) compliance with the 10-year safety survey process required by the School Code.

### **Standards for Managing Buildings and Grounds**

All District buildings and grounds shall be adequately maintained in order to provide an appropriate, safe, and energy efficient physical environment for learning and teaching. The Superintendent or designee shall provide the Board with periodic reports on maintenance data and projected maintenance needs that include cost analysis. Prior Board approval is needed for all renovations or permanent alterations to buildings or grounds when the total cost will exceed \$12,500, including the cost equivalent of staff time. This policy is not intended to discourage efforts to improve the appearance of buildings or grounds that are consistent with the designated use of those buildings and grounds.

### **Standards for Green Cleaning**

For each District school with 50 or more students, the Superintendent or designee shall establish and supervise a green cleaning program that complies with the guidelines established by the Illinois Green Government Coordinating Council.

### **Standards for Facility Construction and Building Programs**

As appropriate, the Board will authorize a comprehensive study to determine the need for facility construction and expansion. On an annual basis, the Superintendent or designee shall provide the Board with projected facility needs, enrollment trends, and other data impacting facility use. Board approval is needed for all new facility construction and expansion.

When making decisions pertaining to design and construction of school facilities, the Board will confer with members of the staff and community, the Ill. State Board of Education, and educational and architectural consultants, as it deems appropriate. The Board's facility goals are to:

1. Integrate facilities planning with other aspects of planning and goal-setting.
2. Base educational specifications for school buildings on identifiable student needs.
3. Design buildings for sufficient flexibility to permit new or modified programs.
4. Design buildings for maximum potential for community use.
5. Meet or exceed all safety requirements.
6. Meet requirements on the accessibility of school facilities to disabled persons as specified in State and federal law.
7. Provide for low maintenance costs, energy efficiency, and minimal environmental impact.

### **Naming Buildings and Facilities**

Recognizing that the name for a school building, facility, or ground or field reflects on its public image, the Board's primary consideration will be to select a name that enhances the credibility and stature of the school or facility. Any request to name or rename an existing facility should be submitted to the Board. When a

facility is to be named or renamed, the Board President will appoint a special committee to consider nominations and make a recommendation, along with supporting rationale, to the Board. The Board will make the final selection. The Superintendent or designee may name a room or designate some area on a school's property in honor of an individual or group that has performed outstanding service to the school without using the process in this policy.

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans with Disabilities Act of 1990, implemented by 28 C.F.R. Parts 35 and 36.

20 ILCS 3130/, Green Buildings Act.

105 ILCS 5/2-3.12, 5/10-20.49, 5/10-22.36, 5/10-20.63, and 5/17-2.11.

105 ILCS 140/, Green Cleaning Schools Act.

105 ILCS 230/, School Construction Law.

410 ILCS 25/, Environmental Barriers Act.

410 ILCS 35/25, Equitable Restrooms Act.

820 ILCS 130/, Prevailing Wage Act.

23 Ill.Admin.Code Part 151, School Construction Program; Part 180, Health/Life Safety Code for Public Schools; and Part 2800, Green Cleaning for Elementary and Secondary Schools.

71 Ill.Admin.Code Part 400, Ill. Accessibility Code.

CROSS REF.: 2:150 (Committees), 2:170 (Procurement of Architectural, Engineering, and Land Surveying Services), 4:60 (Purchases and Contracts), 8:70 (Accommodating Individuals with Disabilities)

## **Operational Services**

### **Environmental Quality of Buildings and Grounds**

The Superintendent shall take all reasonable measures to protect: (1) the safety of District personnel, students, and visitors on District premises from risks associated with hazardous materials, and (2) the environmental quality of the District's buildings and grounds.

#### **Pesticides**

Restricted use pesticides will not be applied on or within 500 feet of school property during normal school hours. Before pesticides are used on District premises, the Superintendent or designee shall notify employees and parents/guardians of students as required by the Structural Pest Control Act, 225 ILCS 235/, and the Lawn Care Products Application and Notice Act, 415 ILCS 65/.

#### **Coal Tar Sealant**

Beginning on 1-1-23, before coal tar-based sealant products or high polycyclic aromatic hydrocarbon sealant products are used on District premises, the Superintendent or designee shall notify employees and parents/guardians of students in writing or by telephone as required by the Coal Tar Sealant Disclosure Act.

LEGAL REF.: 105 ILCS 5/10-20.17a; 5/10-20.48.

29 C.F.R. §1910.1030, Occupational Exposure to Bloodborne Pathogens, as adopted by the Illinois Department of Labor, 56 Ill.Admin.Code §350.700(b).

29 C.F.R. §1910.1200, Occupational Safety and Health Administration Hazard Communication Standards, as adopted by 820 ILCS 255/1.5, Toxic Substances Disclosure to Employees Act.

20 ILCS 3130/, Green Buildings Act.

105 ILCS 135/, Toxic Art Supplies in Schools Act.

105 ILCS 140/, Green Cleaning School Act.

225 ILCS 235/, Structural Pest Control Act.

415 ILCS 60/14, Illinois Pesticide Act.

415 ILCS 65/, Lawn Care Products Application and Notice Act.

410 ILCS 170/, Coal Tar Sealant Disclosure Act.

820 ILCS 255/, Toxic Substances Disclosure to Employees Act. (*inoperative*)

22 Ill.Admin.Code §1.330.

CROSS REF.: 4:150 (Facility Management and Building Programs), 4:170 (Safety)

## **Operational Services**

### **Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors**

Child sexual abuse and grooming behaviors harm students, their parents/guardians, the District's environment, its school communities, and the community at large, while diminishing a student's ability to learn. The Board has a responsibility and obligation to increase awareness and knowledge of: (1) issues regarding child sexual abuse, (2) likely warning signs that a child may be a victim of sexual abuse, (3) grooming behaviors related to child sexual abuse and grooming, (4) how to report child sexual abuse, (5) appropriate relationships between District employees and students based upon State law, and (6) how to prevent child sexual abuse.

To address the Board's obligation to increase awareness and knowledge of these issues, prevent sexual abuse of children, and define prohibited grooming behaviors, the Superintendent or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program. The Program will:

1. Educate students with:
  - a. An age-appropriate and evidence-informed health and safety education curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities, through policy 6:60, *Curriculum Content*;
  - b. Information in policy 7:250, *Student Support Services*, about: (i) District counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse, and (ii) community-based Children's Advocacy Centers and sexual assault crisis centers and how to access those serving the District.
2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include:
  - a. A definition of prohibited grooming behaviors and boundary violations pursuant to policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*;
  - b. Evidence-informed content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; 5:90, *Abused and Neglected Child Reporting*; 5:100, *Staff Development Program*; and 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; and
  - c. How to report child sexual abuse, grooming behaviors, and/or boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.
3. Provide information to parents/guardians in student handbooks about the warning signs of child sexual abuse, grooming behaviors, and boundary violations with evidence-informed educational information that also includes:
  - a. Assistance, referral, or resource information, including how to recognize grooming behaviors, appropriate relationships between District employees and students based upon policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*, and how to prevent child sexual abuse from happening;

- b. Methods for how to report child sexual abuse, grooming behaviors, and/or boundary violations to authorities; and
  - c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.
4. Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing.

LEGAL REF.: 105 ILCS 5/10-23.13, 5/27-9.1a, and 5/27-13.2.  
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.  
325 ILCS 5/, Abused and Neglected Child Reporting Act.  
720 ILCS 5/11-25, Criminal Code of 2012.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 7:20 (Harassment of Students Prohibited), 7:250 (Student Support Services)

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## **Operational Services**

### **Safety**

#### **Safety and Security**

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

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

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

#### **School Safety Drill Plan**

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

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

#### **Annual Review**

The Board or its designee will annually review each school building's emergency operations and crisis response plan(s), protocols, and procedures, as well as each building's compliance with the school safety drill plan. This annual review shall be in accordance with the School Safety Drill Act (105 ILCS 128/) and the Joint Rules of the Office of the State Fire Marshal and the Ill. State Board of Education (ISBE). 29 Ill.Admin.Code Part 1500.

#### **Automated External Defibrillator (AED)**

The Superintendent or designee shall implement a written plan for responding to medical emergencies at the District's physical fitness facilities in accordance with the Fitness Facility Medical Emergency Preparedness

Act and shall file a copy of the plan with the Ill. Dept. of Public Health (IDPH). The plan shall provide for at least one automated external defibrillator (AED) to be available at every physical fitness facility on the premises according to State law requirements.

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

#### Carbon Monoxide Alarms

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

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

#### Soccer Goal Safety

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

#### Unsafe School Choice Option

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

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

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

#### Lead Testing in Water

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

#### Emergency Closing

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

LEGAL REF.: 105 ILCS 5/10-20.2, 5/10-20.57, 5/18-12, and 5/18-12.5.  
105 ILCS 128/, School Safety Drill Act; 29 Ill.Admin.Code Part 1500.  
210 ILCS 74/, Physical Fitness Facility Medical Emergency Preparedness Act.  
225 ILCS 320/35.5, Ill. Plumbing License Law.

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

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## **Operational Services**

### **Convicted Child Sex Offender; Screening; Notifications**

#### **Persons Prohibited on School Property without Prior Permission**

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender meets either of the following two exceptions:

1. The offender is a parent/guardian of a student attending the school and has notified the Building Principal of his or her presence at the school for the purpose of: (i) attending a conference with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion; or
2. The offender received permission to be present from the School Board, Superintendent, or Superintendent's designee. If permission is granted, the Superintendent or Board President shall provide the details of the offender's upcoming visit to the Building Principal.

In all cases, the Superintendent or designee shall supervise a child sex offender whenever the offender is in a child's vicinity. If a student is a sex offender, the Superintendent or designee shall develop guidelines for managing his or her presence in school.

#### **Screening**

The Superintendent or designee shall perform fingerprint-based criminal history records information checks and/or screenings required by State law or Board policy for employees; student teachers; students doing field or clinical experience other than student teaching; contractors' employees who have direct, daily contact with one or more children; and resource persons and volunteers. The Board President shall ensure that these checks are completed for the Superintendent. He or she shall take appropriate action based on the result of any criminal background check and/or screen.

#### **Notification to Parents/Guardians**

The Superintendent shall develop procedures for the distribution and use of information from law enforcement officials under the Sex Offender Community Notification Law and the Murderer and Violent Offender Against Youth Community Notification Law. The Superintendent or designee shall serve as the District contact person for purposes of these laws. The Superintendent and Building Principal shall manage a process for schools to notify the parents/guardians during school registration that information about sex offenders is available to the public as provided in the Sex Offender Community Notification Law. This notification must occur during school registration and at other times as the Superintendent or Building Principal determines advisable.

LEGAL REF.: 20 U.S.C. §7926, Elementary and Secondary Education Act.  
20 ILCS 2635/, Uniform Conviction Information Act.  
720 ILCS 5/11-9.3, Criminal Code of 2012.  
730 ILCS 152/, Sex Offender Community Notification Law.  
730 ILCS 154/75-105, Murderer and Violent Offender Against Youth Community Notification Law.

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:30 (Hiring Process and Criteria), 5:260 (Student Teachers), 6:250 (Community Resource Persons and Volunteers), 8:30 (Visitors to and Conduct on School Property), 8:100 (Relations with Other Organizations and Agencies)

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**General Personnel**

**Equal Employment Opportunity and Minority Recruitment**

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

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

**Administrative Implementation**

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

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

**Nondiscrimination Coordinator:**

Jason Kaiz  
Name  
701 W. Gregory, Mt. Prospect, IL 60056  
Address  
[jkaiz@d57.org](mailto:jkaiz@d57.org)  
Email  
847-394-7300 ext. 1003  
Telephone

**Complaint Managers:**

Dr. Kristin Vonder Haar

Jason Kaiz



Name	Name
701 W. Gregory, Mt. Prospect, IL 60056	701 W. Gregory, Mt. Prospect, IL 60056
Address	Address
<a href="mailto:kvonderhaar@d57.org">kvonderhaar@d57.org</a>	<a href="mailto:jkaiz@d57.org">jkaiz@d57.org</a>
Email	Email
847-394-7300 ext. 1002	847-394-7300 ext. 1003
Telephone	Telephone

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

#### Minority Recruitment

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

- LEGAL REF.: 8 U.S.C. §1324a et seq., Immigration Reform and Control Act.  
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.  
29 U.S.C. §206(d), Equal Pay Act.  
29 U.S.C. §621 et seq., Age Discrimination in Employment Act.  
29 U.S.C. §701 et seq., Rehabilitation Act of 1973.  
38 U.S.C. §4301 et seq., Uniformed Services Employment and Reemployment Rights Act (1994).  
42 U.S.C. §1981 et seq., Civil Rights Act of 1991.  
42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964; 29 C.F.R. Part 1601.  
42 U.S.C. §2000ff et seq., Genetic Information Nondiscrimination Act of 2008.  
42 U.S.C. §2000d et seq., Title VI of the Civil Rights Act of 1964.  
42 U.S.C. §2000e(k), Pregnancy Discrimination Act.  
42 U.S.C. §12111 et seq., Americans with Disabilities Act, Title I.  
Ill. Constitution, Art. I, §§17, 18, and 19.  
105 ILCS 5/10-20.7, 5/10-20.7a, 5/10-21.1, 5/10-22.4, 5/10-23.5, 5/22-19, 5/24-4, 5/24-4.1, and 5/24-7.  
410 ILCS 130/40, Compassionate Use of Medical Cannabis Program Act.  
410 ILCS 513/25, Genetic Information Privacy Act.  
740 ILCS 174/, Ill. Whistleblower Act.  
775 ILCS 5/1-103, 5/2-101, 5/2-102, 5/2-103, 5/2-103.1, 5/2-104(D) and 5/6-101, Ill. Human Rights Act.  
775 ILCS 35/, Religious Freedom Restoration Act.  
820 ILCS 55/10, Right to Privacy in the Workplace Act.  
820 ILCS 70/, Employee Credit Privacy Act.  
820 ILCS 75/, Job Opportunities for Qualified Applicants Act.  
820 ILCS 112/, Ill. Equal Pay Act of 2003.  
820 ILCS 180/30, Victims' Economic Security and Safety Act.  
820 ILCS 260/, Nursing Mothers in the Workplace Act.

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

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## **General Personnel**

### **Workplace Harassment Prohibited**

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

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

### **Sexual Harassment Prohibited**

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

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

### **Making a Report or Complaint**

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

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

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employee may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

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

**Nondiscrimination Coordinator:**

Jason Kaiz  
Name  
701 W. Gregory, Mt. Prospect, IL 60056  
Address  
[jkaiz@d57.org](mailto:jkaiz@d57.org)  
Email  
847-394-7300 ext. 1003  
Telephone

**Complaint Managers:**

Dr. Kristin Vonder Haar  
Name  
701 W. Gregory, Mt. Prospect, IL 60056  
Address  
[kvonderhaar@d57.org](mailto:kvonderhaar@d57.org)  
Email  
847-394-7300 ext. 1002  
Telephone

Jason Kaiz  
Name  
701 W. Gregory, Mt. Prospect, IL 60056  
Address  
[jkaiz@d57.org](mailto:jkaiz@d57.org)  
Email  
847-394-7300 ext. 1003  
Telephone

The Superintendent shall also use reasonable measures to inform

Investigation Process

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

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

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

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

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

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

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

#### Enforcement

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

#### Retaliation Prohibited

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

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

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

#### Recourse to State and Federal Fair Employment Practice Agencies

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

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

LEGAL REF.: 42 U.S.C. §2000e et seq., Title VII of the Civil Rights Act of 1964; 29 C.F.R. §1604.11.  
20 U.S.C. §1681 et seq., Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.  
5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.  
775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2, Ill. Human Rights Act.  
56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.  
Burlington Indus. v. Ellerth, 524 U.S. 742 (1998).  
Berry v. Delta Airlines, 260 F.3d 803 (7th Cir. 2001).  
Crawford v. Metro. Gov't of Nashville & Davidson Cty., 555 U.S. 271 (2009).  
Faragher v. City of Boca Raton, 524 U.S. 775 (1998).  
Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).  
Harris v. Forklift Systems, 510 U.S. 17 (1993).  
Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).  
Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).  
Oncala v. Sundowner Offshore Servs., 523 U.S. 75 (1998).  
Porter v. Erie Foods Int, Inc., 576 F.3d 629 (7th Cir. 2009).  
Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).  
Vance v. Ball State Univ., 133 S. Ct. 2434 (2013).  
Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).

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

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## **General Personnel**

### **Hiring Process and Criteria**

The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School Board policy on equal employment opportunity and minority recruitment. The Superintendent is responsible for recruiting personnel and making hiring recommendations to the Board. If the Superintendent's recommendation is rejected, the Superintendent must submit another. No individual will be employed who has been convicted of a criminal offense listed in 105 ILCS 5/21B-80(c).

All applicants must complete a District application in order to be considered for employment.

### **Job Descriptions**

The Board maintains the Superintendent's job description and directs, through policy, the Superintendent, in his or her charge of the District's administration.

The Superintendent shall develop and maintain a current comprehensive job description for each position or job category; however, a provision in a collective bargaining agreement or individual contract will control in the event of a conflict.

### **Investigations**

The Superintendent or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Violent Offender Against Youth Database is performed on each applicant as required by State law. When the applicant is a successful superintendent candidate who has been offered employment by the Board, the Board President shall ensure that these checks are completed. The Superintendent or designee, or if the applicant is a successful superintendent candidate, then the Board President shall notify an applicant if the applicant is identified in either database. The School Code requires the Board President to keep a conviction record confidential and share it only with the Superintendent, Regional Superintendent, State Superintendent, State Educator Preparation and Licensure Board, any other person necessary to the hiring decision, the Ill. Dept. of State Police and/or Statewide Sex Offender Database for purposes of clarifying the information, and/or the Teachers' Retirement System of the State of Illinois when required by law. The Board reserves its right to authorize additional background inquiries beyond a fingerprint-based criminal history records check when it deems it appropriate to do so, in accordance with applicable laws.

Each newly hired employee must complete a U.S. Citizenship and Immigration Services Form as required by federal law.

The District retains the right to discharge any employee whose criminal background investigation reveals a conviction for committing or attempting to commit any of the offenses outlined in 105 ILCS 5/21B-80 or who falsifies, or omits facts from, his or her employment application or other employment documents. If an indicated finding of abuse or neglect of a child has been issued by the Ill. Department of Children and Family Services or by a child welfare agency of another jurisdiction for any applicant for student teaching, applicant for employment, or any District employee, then the Board must consider that person's status as a condition of employment.

The Superintendent shall ensure that the District does not engage in any investigation or inquiry prohibited by law and complies with each of the following:

1. The District uses an applicant's credit history or report from a consumer reporting agency only when a satisfactory credit history is an established bona fide occupational requirement of a particular position.
2. The District does not screen applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history satisfy minimum or maximum criteria.
3. The District does not request or require a wage or salary history as a condition of being considered for employment, being interviewed, continuing to be considered for an offer of employment, an offer of employment, or an offer of compensation.
4. The District does not request or require an applicant to disclose wage or salary history as a condition of employment.
5. The District does not ask an applicant or applicant's current or previous employers about wage or salary history, including benefits or other compensation.
6. The District does not ask an applicant or applicant's previous employers about claim(s) made or benefit(s) received under the Workers' Compensation Act.
7. The District does not request of an applicant or employee access in any manner to his or her personal online account, such as social networking websites, including a request for passwords to such accounts.
8. The District provides equal employment opportunities to all persons. See policy 5:10, *Equal Employment Opportunity and Minority Recruitment*.

#### Physical Examinations

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in any of its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations. The employee must have the physical examination performed no more than 90 days before submitting evidence of it to the District.

Any employee may be required to have an additional examination by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant who has been delegated the authority by his or her supervising physician to perform health examinations, if the examination is job-related and consistent with business necessity. The Board will pay the expenses of any such examination.

#### Orientation Program

The District's staff will provide an orientation program for new employees to acquaint them with the District's policies and procedures, the school's rules and regulations, and the responsibilities of their position. Before beginning employment, each employee must sign the *Acknowledgement of Mandated Reporter Status* form as provided in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.: 42 U.S.C. §12112, Americans with Disabilities Act; 29 C.F.R. Part 1630.  
15 U.S.C. § 1681 et seq., Fair Credit Reporting Act.  
8 U.S.C. §1324a et seq., Immigration Reform and Control Act.  
105 ILCS 5/10-16.7, 5/10-20.7, 5/10-21.4, 5/10-21.9, 5/10-22.34, 5/10-22.34b, 5/21B-10, 5/21B-80, 5/21B-85,  
5/22-6.5, and 5/24-5.  
20 ILCS 2630/3.3, Criminal Identification Act.  
820 ILCS 55/, Right to Privacy in the Workplace Act.  
820 ILCS 70/, Employee Credit Privacy Act.  
Duldulao v. St. Mary of Nazareth Hospital, 136 Ill. App. 3d 763 (1st Dist. 1985), *aff'd in part and remanded* 115  
Ill.2d 482 (Ill. 1987).  
Kaiser v. Dixon, 127 Ill. App. 3d 251 (2nd Dist. 1984).  
Molitor v. Chicago Title & Trust Co., 325 Ill. App. 124 (1st Dist. 1945).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 3:50 (Administrative Personnel Other Than the  
Superintendent), 4:60 (Purchases and Contracts), 4:175 (Convicted Child Sex Offender;  
Screening; Notifications), 5:10 (Equal Employment Opportunity and Minority  
Recruitment), 5:40 (Communicable and Chronic Infectious Disease), 5:90 (Abused and  
Neglected Child Reporting), 5:125 (Personal Technology and Social Media; Usage and  
Conduct), 5:220 (Substitute Teachers), 5:280 (Duties and Qualifications)

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## **General Personnel**

### **Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition**

All District workplaces are drug- and alcohol-free workplaces.

All employees are prohibited from engaging in any of the following activities while on District premises or while performing work or being *on call* for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance.
2. Distribution, consumption, use, possession, or being impaired by or under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectible, regardless of when and/or where the use occurred.
3. Distribution, consumption, possession, use, or being impaired by or under the influence of cannabis; being present on District premises or while performing work for the District when impaired by or under the influence of cannabis, regardless of when and/or where the use occurred, unless distribution, possession, and/or use is by a school nurse or school administrator pursuant to *Ashley's Law*, 105 ILCS 5/22-33. The District considers employees impaired by or under the influence of cannabis when there is a good faith belief that an employee manifests specific articulable symptoms while working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position.

Upon the Superintendent or designee's reasonable suspicion of an employee's violation of any of the prohibited activities stated above, the Superintendent or designee may direct the employee to undergo a drug and/or alcohol test to corroborate or refute the alleged violation. State law protects the District from liability when it takes actions pursuant to a reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test.

For purposes of this policy, a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

For purposes of this policy, *District premise* means workplace as defined in the Cannabis Regulation and Tax Act (CRTA) in addition to District and school buildings, grounds, and parking areas; vehicles used for school purposes; and any location used for a School Board meeting, school athletic event, or other school-sponsored or school-sanctioned events or activities. *School grounds* means the real property comprising any school, any conveyance used to transport students to school or a school-related activity, and any public way within 1,000 feet of any school ground, designated school bus stops where students are waiting for the school bus, and school-sponsored or school-sanctioned events or activities. "Vehicles used for school purposes" means school buses or other school vehicles.

As a condition of employment, each employee shall:

1. Abide by the terms of this Board policy respecting a drug- and alcohol-free workplace; and

2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Superintendent or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:
  - a. The dangers of drug abuse in the workplace,
  - b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
  - c. The penalties that the District may impose upon employees for violations of this policy.
6. Remind employees that policy 6:60, *Curriculum Content*, requires the District to educate students, depending upon their grade, about drug and substance abuse prevention and relationships between drugs, alcohol, and violence.

#### E-Cigarette, Tobacco, and Cannabis Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of e-cigarettes, tobacco, and cannabis products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location.

*Tobacco* has the meaning provided in 105 ILCS 5/10-20.5b.

*Cannabis* has the meaning provided in the CRTA, 410 ILCS 705/1-10.

*E-Cigarette* is short for electronic cigarette and includes, but is not limited to, any electronic nicotine delivery system (ENDS), electronic cigar, electronic cigarillo, electronic pipe, electronic hookah, vape pen, or similar product or device, and any components or parts that can be used to build the product or device.

#### District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. In addition or alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Disclaimer

The Board reserves the right to interpret, revise or discontinue any provision of this policy pursuant to the **Suspension of Policies** subhead in policy 2:240, *Board Policy Development*.

LEGAL REF.: 42 U.S.C. §12114, Americans With Disabilities Act.  
21 U.S.C. §812; 21 C.F.R. §1308.11-1308.15, Controlled Substances Act.  
41 U.S.C. §8101 et seq., Drug-Free Workplace Act of 1988.  
20 U.S.C. §7101 et seq., Safe and Drug-Free School and Communities Act of 1994.  
30 ILCS 580/, Drug-Free Workplace Act.  
105 ILCS 5/10-20.5b.  
410 ILCS 82/, Smoke Free Illinois Act.  
410 ILCS 130/, Compassionate Use of Medical Cannabis Program Act.  
410 ILCS 705/1-1 et seq., Cannabis Regulation and Tax Act.  
720 ILCS 675, Prevention of Tobacco Use by Persons under 21 Years of Age and Sale and Distribution of Tobacco Products Act.  
820 ILCS 55/, Right to Privacy in the Workplace Act.  
21 C.F.R. Parts 1100, 1140, and 1143.  
23 Ill.Admin.Code §22.20.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 8:30 (Visitors to and Conduct on School Property)

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## **General Personnel**

### **Abused and Neglected Child Reporting**

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child or, for a student aged 18 through 22, an abused or neglected individual with a disability, shall: (1) immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252-2873)(within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), and (2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office. Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement. *Negligent failure to report* occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

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

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

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

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

All District employees shall:

1. Before beginning employment, sign the *Acknowledgement of Mandated Reporter Status* form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.
3. Complete an annual evidence-informed training related to child sexual abuse, grooming behaviors, and boundary violations as required by law and policy 5:100, *Staff Development Program*.

### **Alleged Incidents of Sexual Abuse: Investigations**

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A, that is alleged to have been perpetrated by school personnel, including a school vendor or

volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

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

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

#### Special Superintendent Responsibilities

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

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

#### Special School Board Member Responsibilities

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

If the Board determines that any District employee, other than an employee licensed under 105 ILCS 5/21B, has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

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

LEGAL REF.: 20 U.S.C. §7926, Elementary and Secondary Education Act.  
105 ILCS 5/10-21.9, 5/10-23.13, and 5/21B-85.  
20 ILCS 1305/1-1 et seq., Department of Human Services Act.  
325 ILCS 5/, Abused and Neglected Child Reporting Act.  
720 ILCS 5/12C-50.1, Criminal Code of 2012.

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

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## **General Personnel**

### **Staff Development Program**

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

The staff development program shall include the Abused and Neglected Child Reporting Act (ANCRA), School Code, and awareness and prevention of child sexual abuse and grooming behaviors (*Erin's Law*) training as follows (see policies 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*, and 5:90, *Abused and Neglected Child Reporting*):

1. Staff development for local school site personnel who work with students in grades kindergarten through 8, in the detection, reporting, and prevention of child abuse and neglect.
2. Within three months of employment, each staff member must complete mandated reporter training from a provider or agency with expertise in recognizing and reporting child abuse. Mandated reporter training must be completed again at least every three years.
3. By January 31, 2023, and every year after, all school personnel must complete evidence-informed training on preventing, reporting, and responding to child sexual abuse, grooming behaviors, and boundary violations.

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

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

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



LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.  
42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010; 7 C.F.R. Parts 210 and 235.  
105 ILCS 5/2-3.62, 5/10-20.17a, 5/10-20.61, 5/10-22.6(c-5), 5/10-22.39, 5/10-23.12, 5/10-23.13, 5/22-80(h), and 5/24-5.  
105 ILCS 25/1.15, Interscholastic Athletic Organization Act.  
105 ILCS 150/25, Seizure Smart School Act.  
105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.  
325 ILCS 5/4, Abused and Neglected Child Reporting Act.  
745 ILCS 49/, Good Samaritan Act.  
775 ILCS 5/2-109, Ill. Human Rights Act.  
23 Ill.Admin.Code §§ 22.20, 226.800, and Part 525.  
77 Ill.Admin.Code §527.800.

CROSS REF.: 2:265 (Title IX Sexual Harassment Grievance Procedure), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:250 (Leaves of Absence), 6:15 (School Accountability), 6:20 (School Year Calendar and Day), 6:50 (School Wellness), 6:160 (English Learners), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food Allergy Management Program), 7:290 (Suicide and Depression Awareness and Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

ADMIN. PROC.: 2:265-AP1 (Title IX Sexual Harassment Response), 2:265-AP2 (Formal Title IX Sexual Harassment Complaint Grievance Process), 4:160-AP (Environmental Quality of Buildings and Grounds), 4:170-AP6 (Plan for Responding to a Medical Emergency at a Physical Fitness Facility with an AED), 5:100-AP (Staff Development Program), 5:120-AP2 (Employee Conduct Standards), 5:150-AP (Personnel Records), 6:120-AP4 (Care of Students with Diabetes), 7:250-AP1 (Measures to Control the Spread of Head Lice at School)

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## **General Personnel**

### **Employee Ethics: Conduct: and Conflict of Interest**

#### **Professional and Appropriate Conduct**

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the *Code of Ethics for Illinois Educators*, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/), engages in *grooming* as defined in 720 ILCS 5/11-25, engages in grooming behaviors, violates boundaries for appropriate school employee-student conduct, or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

The Superintendent or designee shall identify appropriate employee conduct standards and provide them to all District employees. Standards related to school employee-student conduct shall, at a minimum:

1. Incorporate the prohibitions noted in paragraph 1 of this policy;
2. Define prohibited grooming behaviors to include, at a minimum, *sexual misconduct*. *Sexual misconduct* is (i) any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, (ii) by an employee with direct contact with a student, (iii) that is directed toward or with a student to establish a romantic or sexual relationship with the student. Examples include, but are not limited to:
  - a. A sexual or romantic invitation
  - b. Dating or soliciting a date
  - c. Engaging in sexualized or romantic dialog
  - d. Making sexually suggestive comments that are directed toward or with a student
  - e. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature
  - f. A sexual, indecent, romantic, or erotic contact with the student
3. Identify expectations for employees to maintain professional relationships with students, including expectations for employee-student boundaries based upon students' ages, grade levels, and developmental levels. Such expectations shall establish guidelines for specific areas, including but not limited to:
  - a. Transporting a student
  - b. Taking or possessing a photo or video of a student
  - c. Meeting with a student or contacting a student outside the employee's professional role
4. Reference employee reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/), Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), and the Elementary and Secondary Education Act (20 U.S.C. § 7926);



5. Outline how employees can report prohibited behaviors and/or boundary violations pursuant to Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*; and
6. Reference required employee training related to educator ethics, child abuse, grooming behaviors, and boundary violations as required by law and policies 2:265, *Title IX Sexual Harassment Grievance Procedure*; 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*; 5:90, *Abused and Neglected Child Reporting*; and 5:100, *Staff Development Program*.

#### Statement of Economic Interests

The following employees must file a *Statement of Economic Interests* as required by the Ill. Governmental Ethics Act:

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee who, as the District's agent, is responsible for negotiating one or more contracts including collective bargaining agreement(s), in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

#### Ethics and Gift Ban

School Board policy 2:105, *Ethics and Gift Ban*, applies to all District employees. Students shall not be used in any manner for promoting a political candidate or issue.

#### Prohibited Interests: Conflict of Interest: and Limitation of Authority

In accordance with Section 22-5 of the School Code, "no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected," except when the employee is the author or developer of instructional materials listed with the Illinois State Board of Education and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District. This includes participation in the selection, award or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest. A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with an employee that may compromise or impair the employee's fairness and impartiality, including a member of the employee's immediate family or household;
2. An employee's business partner; or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts. Situations in which the interest is not substantial or

the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

#### Guidance Counselor Gift Ban

Guidance counselors are prohibited from intentionally soliciting or accepting any gift from a *prohibited source* or any gift that would be in violation of any federal or State statute or rule. For guidance counselors, a *prohibited source* is any person who is (1) employed by an institution of higher education, or (2) an agent or spouse of or an immediate family member living with a person employed by an institution of higher education. This prohibition does not apply to:

1. Opportunities, benefits, and services available on the same conditions as for the general public.
2. Anything for which the guidance counselor pays market value.
3. A gift from a relative.
4. Anything provided by an individual on the basis of a personal friendship, unless the guidance counselor believes that it was provided due to the official position or employment of the guidance counselor and not due to the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the guidance counselor must consider the circumstances in which the gift was offered, including any of the following:
  - a. The history of the relationship between the individual giving the gift and the guidance counselor, including any previous exchange of gifts between those individuals.
  - b. Whether, to the actual knowledge of the guidance counselor, the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift.
  - c. Whether, to the actual knowledge of the guidance counselor, the individual who gave the gift also, at the same time, gave the same or a similar gift to other school district employees.
5. Bequests, inheritances, or other transfers at death.
6. Any item(s) during any calendar year having a cumulative total value of less than \$100.
7. Promotional materials, including, but not limited to, pens, pencils, banners, posters, and pennants.

A guidance counselor does not violate this prohibition if he or she promptly returns the gift to the prohibited source or donates the gift or an amount equal to its value to a tax exempt charity.

#### Outside Employment

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.

Incorporated  
by reference: 5:120-E (Code of Ethics for Ill. Educators)

LEGAL REF.: U.S. Constitution, First Amendment.  
2 C.F.R. §200.318(c)(1).  
5 ILCS 420/4A-101, Ill. Governmental Ethics Act.  
5 ILCS 430/, State Officials and Employee Ethics Act.  
30 ILCS 708/, Grant Accountability and Transparency Act.  
50 ILCS 135/, Local Governmental Employees Political Rights Act.  
105 ILCS 5/10-22.39, 5/10-23.13, 5/22-5, and 5/22-90 (final citation pending).  
325 ILCS 5/, Abused and Neglected Child Reporting Act.  
775 ILCS 5/5A-102, Ill. Human Rights Act.  
23 Ill.Admin.Code Part 22, Code of Ethics for Ill. Educators.  
Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).  
Garcetti v. Ceballos, 547 U.S. 410 (2006).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Sexual Harassment Grievance Procedure),  
4:60 (Purchases and Contracts), 4:165 (Awareness and Prevention of Child Sexual Abuse  
and Grooming Behaviors), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff  
Development Program), 5:125 (Personal Technology and Social Media; Usage and  
Conduct), 7:20 (Harassment of Students Prohibited)

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## **General Personnel**

### **Personal Technology and Social Media: Usage and Conduct**

#### **Definitions**

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

**Social media** - Media for social interaction, using highly accessible communication techniques through the use of web-based and mobile technologies to turn communication into interactive dialogue. This includes, but is not limited to, services such as *Facebook, LinkedIn, Twitter, Instagram, Snapchat, and YouTube*.

**Personal technology** - Any device that is not owned or leased by the District or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes laptop computers (e.g., laptops, ultrabooks, and chromebooks), tablets (e.g., iPads®, Kindle®, Microsoft Surface®, and other Android® platform or Windows® devices), smartphones (e.g., iPhone®, BlackBerry®, Android® platform phones, and Windows Phone®), and other devices (e.g., iPod®).

#### **Usage and Conduct**

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

1. Adhere to the high standards for **Professional and Appropriate Conduct** required by policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*, at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policy 5:20, *Workplace Harassment Prohibited*; 5:100, *Staff Development Program*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 6:235, *Access to Electronic Networks*; 7:20, *Harassment of Students Prohibited*; and the Ill. Code of Educator Ethics, 23 Ill.Admin.Code §22.20.
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Inform their immediate supervisor if a student initiates inappropriate contact with them via any form of personal technology or social media.
5. Report instances of suspected abuse or neglect discovered through the use of social media or personal technology pursuant to a school employee’s obligations under policy 5:90, *Abused and Neglected Child Reporting Child Reporting*.
6. Not disclose student record information, including student work, photographs of students, names of students, or any other personally identifiable information about students, in compliance with policy 5:130, *Responsibilities Concerning Internal Information*. For District employees, proper approval may include implied consent under the circumstances.
7. Refrain from using the District’s logos without permission and follow Board policy 5:170, *Copyright*, and all District copyright compliance procedures.

8. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.
9. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through the District employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.
10. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of this policy.

The Superintendent shall:

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



LEGAL REF.: 105 ILCS 5/21B-75 and 5/21B-80.  
775 ILCS 5/5A-102, Ill. Human Rights Act.  
820 ILCS 55/10, Right to Privacy in the Workplace Act.  
23 Ill.Admin.Code §22.20, Code of Ethics for Ill. Educators.

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

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

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

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

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## **General Personnel**

### **Personnel Records**

#### **Maintenance and Access to Records**

The Superintendent or designee shall manage the maintenance of personnel records in accordance with State and federal law and School Board policy. Records, as determined by the Superintendent, are retained for all employment applicants, employees, and former employees given the need for the District to document employment-related decisions, evaluate program and staff effectiveness, and comply with government recordkeeping and reporting requirements. Personnel records shall be maintained in the District's administrative office, under the Superintendent's direct supervision.

Access to personnel records is available as follows:

1. An employee will be given access to his or her personnel records according to State law and guidelines developed by the Superintendent.
2. An employee's supervisor or other management employee who has an employment or business-related reason to inspect the record is authorized to have access.
3. Anyone having the respective employee's written consent may have access.
4. Access will be granted to anyone authorized by State or federal law to have access.
5. All other requests for access to personnel information are governed by Board policy 2:250, *Access to District Public Records*.

#### **Prospective Employer Inquiries Concerning a Current or Former Employee's Job Performance**

The Superintendent or designee shall manage a process for responding to inquiries by a prospective employer concerning a current or former employee's job performance. The Superintendent shall:

1. Execute the requirements in the Abused and Neglected Child Reporting Act whenever another school district asks for a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to Ill. Dept. of Children and Family Services (DCFS); and
2. Comply with the federal law prohibiting the District from providing a recommendation of employment for an employee, contractor, or agent that District knows, or has probable cause to believe, has engaged in sexual misconduct with a student or minor in violation of the law, but the Superintendent or designee may follow routine procedures regarding the transmission of administrative or personnel files for that employee.

When requested for information about an employee by an entity other than a prospective employer, the District will only confirm position and employment dates unless the employee has submitted a written request to the Superintendent or designee.

LEGAL REF.: 20 U.S.C. §7926.  
325 ILCS 5/4, Abused and Neglected Child Reporting Act.  
745 ILCS 46/10, Employment Record Disclosure Act.  
820 ILCS 40/, Personal Record Review Act.  
23 Ill.Admin.Code §1.660.

CROSS REF.: 2:250 (Access to District Public Records), 5:90 (Abused and Neglected Child Reporting),  
7:340 (Student Records)

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## **General Personnel**

### **Family and Medical Leave**

#### **Leave Description**

An eligible employee may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave.

An eligible employee may take FMLA leave for up to a combined total of 12 weeks each 12-month period, beginning September 1 and ending August 31 of the next year.

During a single 12-month period, an eligible employee's FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered servicemember (defined in the federal rules) with a serious injury or illness. The "single 12-month period" is measured forward from the date the employee's first FMLA leave to care for the covered servicemember begins.

While FMLA leave is normally unpaid, the District will substitute an employee's accrued compensatory time-off and/or paid leave for unpaid FMLA leave, provided such leave is available for use in accordance with Board policies and rules. In addition, all policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. Any substitution of paid leave for unpaid FMLA leave will count against the employee's FMLA leave entitlement. Use of FMLA leave shall not preclude the use of other applicable unpaid leave that will extend the employee's leave beyond 12 weeks, provided that the use of FMLA leave shall not serve to extend such other unpaid leave. Any full workweek period during which the employee would not have been required to work, including summer break, winter break and spring break, is not counted against the employee's FMLA leave entitlement.

FMLA leave is available in one or more of the following instances:

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

If spouses are employed by the District, they may together take only 12-weeks for FMLA leaves when the reason for the leave is 1 or 2, above, or to care for a parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

An employee may be permitted to work on an intermittent or reduced-leave schedule in accordance with federal rules.

### Eligibility

To be eligible for FMLA leave, an employee must be employed at a worksite where at least 50 employees are employed within 75 miles. In addition, one of the following provisions must describe the employee:

1. The employee has been employed by the District for at least 12 months and has been employed for at least 1,000 hours of service during the 12-month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the District need not be consecutive. However, the District will not consider any period of previous employment that occurred more than seven years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. 4301, et seq., or when a written agreement exists concerning the District's intention to rehire the employee.
2. The employee is a full-time classroom teacher.

### Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Superintendent or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the District's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Superintendent or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

### Certification

Within 15 calendar days after the Superintendent or designee makes a request for certification for a FMLA leave, an employee must provide one of the following:

1. When the leave is to care for the employee's covered family member with a serious health condition, the employee must provide a complete and sufficient certificate signed by the family member's health care provider.
2. When the leave is due to the employee's own serious health condition, the employee must provide a complete and sufficient certificate signed by the employee's health care provider.
3. When the leave is to care for a covered servicemember with a serious illness or injury, the employee must provide a complete and sufficient certificate signed by an authorized health care provider for the covered servicemember.
4. When the leave is because of a qualified exigency, the employee must provide: (a) a copy of the covered military member's active duty orders or other documentation issued by the military indicating that the military member is on active duty or call to active duty status, and the dates of the covered military member's active duty service, and (b) a statement or description, signed by the employee, of appropriate facts regarding the qualifying exigency for which FMLA leave is requested.

The District may require an employee to obtain a second and third opinion at its expense when it has reason to doubt the validity of a medical certification.

The District may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the District may request recertification when the, (1) employee requests a leave extension, (2) circumstances described by the original certification change significantly, or (3) District receives information that casts doubt upon the continuing validity of the original certification. Recertification is at the employee's expense and must be provided to the District within 15 calendar days after the request. The District may request recertification every six months in connection with

any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of six months.

Failure to furnish a complete and sufficient certification on forms provided by the District may result in a denial of the leave request.

#### Continuation of Health Benefits

During FMLA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the FMLA leave. A District's obligation to maintain health insurance coverage ceases if an employee's premium payment is more than 30 days late and the District notifies the employee at least 15 days before coverage will cease.

#### Changed Circumstances and Intent to Return

An employee must provide the Superintendent or designee reasonable notice of changed circumstances (i.e., within two business days if the changed circumstances are foreseeable) that will alter the duration of the FMLA leave. The Superintendent or designee, taking into consideration all of the relevant facts and circumstances related to an individual's leave situation, may ask an employee who has been on FMLA leave for eight consecutive weeks whether he or she intends to return to work.

#### Return to Work

If returning from FMLA leave occasioned by the employee's own serious health condition, the employee is required to obtain and present certification from the employee's health care provider that he or she is able to resume work.

An employee returning from FMLA leave will be given an equivalent position to his or her position before the leave, subject to: (1) permissible limitations the District may impose as provided in the FMLA or implementing regulations, and (2) the District's reassignment policies and practices.

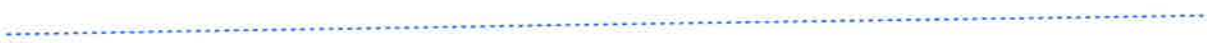
Classroom teachers may be required to wait to return to work until the next semester in certain situations as provided by the FMLA regulations.

#### Implementation

The Superintendent or designee shall ensure that: (1) all required notices and responses to leave requests are provided to employees in accordance with the FMLA; and (2) this policy is implemented in accordance with the FMLA. In the event of a conflict between the policy and the FMLA or its regulations, the latter shall control. The terms used in this policy shall be defined as in the FMLA regulations.

LEGAL REF.: 29 U.S.C. §2601 et seq., Family and Medical Leave Act; 29 C.F.R. Part 825.  
105 ILCS 5/24-6.4.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:250 (Leaves of Absence), 5:310 (Compensatory Time-Off), 5:330 (Sick Days, Vacation, Holidays, and Leaves)





## **Professional Personnel**

### **Terms and Conditions of Employment and Dismissal**

The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable individual employment contract or collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

### **School Year**

Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days. Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (the Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans Day).

### **School Day**

Teachers are required to work the school day adopted by the Board. Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

### **Salary**

Teachers shall be paid according to the salaries fixed by the Board, but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

### **Assignments and Transfers**

The Superintendent is authorized to make teaching, study hall, extra class duty, and extracurricular assignments. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires.

### **School Social Worker Services Outside of District Employment**

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

### **Dismissal**

The District will follow State law when dismissing a teacher.

### **Evaluation**

The District's teacher evaluation system will be conducted under the plan developed pursuant to State law. On an annual basis, the Superintendent will provide the Board with a written report which outlines the results of the District's teacher evaluation system.



LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8,  
5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured  
Teachers).

Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).

CROSS REF.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

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## **Professional Personnel**

### **Resignations**

Tenured teachers may resign at any time with consent of the School Board or by written notice sent to the Board Secretary at least 30 days before the intended date of resignation. However, no teacher may resign during the school term in order to accept another teaching position without the consent of the Board.

LEGAL REF.: 105 ILCS 5/24-14.

Park Forest Heights School Dist. v. State Teacher Certification Bd., 363 Ill.App.3d 433 (1<sup>st</sup> Dist. 2006).

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## **Professional Personnel**

### **Substitute Teachers**

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

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

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

The Ill. Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2023, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

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

### **Short-Term Substitute Teachers**

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

### **Emergency Situations**

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

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

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

## **Professional Personnel**

### **Leaves of Absence**

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

### **Sick and Bereavement Leave**

Each full-time professional staff member is granted 10 days sick leave each school year at full pay. Unused days are allowed to accumulate to 180 days. Sick leave is defined in State law as personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, placement for adoption, or the acceptance of a child in need of foster care.

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

Staff members are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or Superintendent may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need of foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

### **Child Bereavement Leave**

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 *et seq.*) to take child bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Child Bereavement Leave Act. Child bereavement leave allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, (2) making arrangements necessitated by the death of the staff member's child, or (3) grieving the death of the staff member's child, without any adverse employment action.

The leave must be completed within 60 days after the date on which the employee received notice of the death of his or her child. However, in the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to

certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Child Bereavement Leave Act. This policy does not create any right for an employee to take child bereavement leave that is inconsistent with the Child Bereavement Leave Act.

#### Sabbatical Leave

Sabbatical leave may be granted in accordance with the School Code.

#### Personal Leave

Professional staff members are granted one personal leave day per year. A personal leave day is defined as a day to allow professional personnel time to conduct personal business (but not vacation, travel, or work stoppage), which is impossible to schedule at a time other than during a school day. Any unused personal leave day in a school year will be credited to the cumulative sick leave.

The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, personal leave requests should be submitted to the Building Principal three days in advance of the requested date,
2. No personal leave days may be used immediately before or immediately after a holiday unless the Superintendent grants prior approval,
3. Personal leave may not be used in increments of less than one-half day,
4. Personal leave days are subject to a substitute's availability,
5. Personal leave days may not be used during the first and/or last five days of the school year,
6. Personal leave days may not be used on in-service and/or institute training days, and
7. Personal leave may not be used by more than 10% of the teaching staff in each building at the same time.

#### Leave of Absence Without Pay

The Board may grant a leave of absence without pay to tenured professional staff members who have rendered satisfactory service and desire to return to employment in a similar capacity at a time determined by the Board.

Each leave of absence shall be of the shortest possible duration required to meet the leave's purpose consistent with a reasonable continuity of instruction for students.

#### Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same Election Day.

#### Child-Rearing Leave

The Board shall grant a professional staff member's request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year (but in no event shall such leave exceed three semesters), provided the request complies with this policy. Nothing in this section shall prohibit a professional staff member from using paid sick days as provided in this policy.

A teacher should request, if possible, a child-rearing leave by notifying the Superintendent in writing no later than 90 days before the requested leave's beginning date. The request should include the proposed leave dates. The leave shall end before a new school year begins or before the first day of school after winter recess.

Subject to the insurance carrier's approval, the teacher may maintain insurance benefits at his or her own expense during a child-rearing leave.



A professional staff member desiring to return before the leave's expiration will be assigned to an available vacancy for which the teacher is qualified, subject to scheduling efficiency and instruction continuity.

#### Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

#### General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

#### Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

#### School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

#### Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, gender violence, or any other crime of violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance without suffering adverse employment action.

The Victims' Economic Security and Safety Act governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 employees, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601 et seq.).



Leaves to Serve as an Officer or Trustee of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with 105 ILCS 5/24-6.3, and (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District, or his or her designee, to attend meetings, workshops, or seminars as described in 105 ILCS 5/24-6.2.

LEGAL REF.: 10 ILCS 5/13-2.5.

105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.

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

820 ILCS 147/, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement Leave Act.

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

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave),  
5:330 (Sick Days, Vacation, Holidays, and Leaves)

## **Professional Personnel**

### **Student Teachers**

The Superintendent is authorized to accept students from university-approved teacher-training programs to do student teaching in the District. No individual who has been convicted of a criminal offense that would subject him or her to license suspension or revocation pursuant to Section 5/21B-80 of the School Code or who has been found to be the perpetrator of sexual or physical abuse of a minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987 is permitted to student teach.

Before permitting an individual to student teach or begin a required internship in the District, the Superintendent or designee shall ensure that:

1. The District performed a *105 ILCS 5/10-21.9(g) Check* as described below; and
2. The individual furnished evidence of physical fitness to perform assigned duties and freedom from communicable disease pursuant to 105 ILCS 5/24-5.

A *105 ILCS 5/10-21.9(g) Check* shall include:

1. Fingerprint-based checks through (a) the Illinois State Police (ISP) for criminal history records information (CHRI) pursuant to the Uniform Conviction Information Act (20 ILCS 2635/1), and (b) the FBI national crime information databases pursuant to the Adam Walsh Child Protection and Safety Act (P.L. 109-248);
2. A check of the Illinois Sex Offender Registry (see the Sex Offender Community Notification Law (730 ILCS 152/101 et seq.); and
3. A check of the Illinois Murderer and Violent Offender Against Youth Registry (Murderer and Violent Offender Against Youth Community Notification Law (730 ILCS 154/75-105).

The School Code requires each individual student teaching or beginning a required internship to provide the District with written authorization for, and pay the costs of, his or her 105 ILCS 5/10-21.9(g) check (including any applicable vendor's fees). Upon receipt of this authorization and payment, the Superintendent or designee will submit the student teacher's name, sex, race, date of birth, social security number, fingerprint images, and other identifiers, as prescribed by the Department of State Police, to the Department of State Police. The Superintendent or designee will provide each student teacher with a copy of his or her report.

### **Assignment**

The Superintendent or designee shall be responsible for coordinating placements of all student teachers within the District. Student teachers should be assigned to supervising teachers whose qualifications are acceptable to the District and the students' respective colleges or universities.

LEGAL REF.: Adam Walsh Child Protection and Safety Act, P.L. 109-248.  
Uniform Conviction Information Act, 20 ILCS 2635/1.  
105 ILCS 5/10-21.9, 5/10-22.34, and 5/24-5.

CROSS REF.: 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:190 (Teacher Qualifications)

**Educational Support Personnel**

**Sick Days, Vacation, Holidays, and Leaves**

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

**Sick and Bereavement Leave**

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

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

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

Employees are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or the Superintendent may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need to foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

**Vacation**

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

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

Beginning of year 6	End of year 15	1.25 Days	15 Days per year
Beginning of year 16	End of year	1.67 Days	20 Days per year

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

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

Holidays

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

- |                                   |                   |
|-----------------------------------|-------------------|
| New Year's Day                    | Labor Day         |
| Martin Luther King Jr.'s Birthday | Columbus Day      |
| Abraham Lincoln's Birthday        | Veterans Day      |
| Casimir Pulaski's Birthday        | 2022 Election Day |
| Memorial Day                      | Thanksgiving Day  |
| Juneteenth National Freedom Day   | Christmas Day     |
| Independence Day                  |                   |

A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

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

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

Leave to Serve as a Trustee of the Ill. Municipal Retirement Fund

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

Other Leaves

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

1. Leave for Service in the Military.
2. Leave for Service in the General Assembly.

3. School Visitation Leave.
4. Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence.
5. Child Bereavement Leave.
6. Leave to serve as an election judge.

LEGAL REF.: 105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.  
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.  
820 ILCS 147, School Visitation Rights Act.  
820 ILCS 154/, Child Bereavement Leave Act.  
820 ILCS 180/, Victims' Economic Security and Safety Act.  
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

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

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## **Instruction**

### **School Accountability**

According to the Illinois General Assembly, the primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the Ill. State Board of Education (ISBE) prepared *State Goals for Learning* with accompanying *Illinois Learning Standards*.

The School Board gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

### **Quality Assurance**

The Board continuously monitors student achievement and the quality of the District's work. The Superintendent shall supervise the following quality assurance components, in accordance with State law and ISBE rules, and continuously keep the Board informed:

1. Prepare each school's annual recognition application and quality assurance appraisal, whether internal or external, to assess each school's continuous school improvement.
2. Continuously assess the District's and each school's overall performance in terms of both academic success and equity. This includes, without limitation, a thorough analysis of ISBE's balanced accountability measure and each school's *Multiple Measure Index* and corresponding *Annual Measurable Objective* provided by ISBE.
3. If applicable, develop District and School Improvement Plans, present them for Board approval, and supervise their implementation.
4. Prepare a school report card, present it at a regular Board meeting, and disseminate it as provided in State law.
5. In accordance with 105 ILCS 5/2-3.153, annually administer a climate survey on the instructional environment within the school to, at minimum, students in grades 4 through 12 and teachers.

LEGAL REF.: 105 ILCS 5/2-3.25, 5/2-3.25a, 5/2-3.25b, 5/2-3.25c, 5/2-3.25d-5, 5/2-3.25e-5, 5/2-3.25f, 5/2-3.25f-5, 5/2-3.63, 5/2-3.64a-5, 5/2-3.153, 5/10-17a, 5/10-21.3a, and 5/27-1.

23 Ill.Admin.Code Part 1, Subpart A: Recognition Requirements.

CROSS REF.: 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program), 7:10 (Equal Educational Opportunities)

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## **Instruction**

### **School Year Calendar and Day**

#### **School Calendar**

The School Board, upon the Superintendent's recommendation and subject to State regulations, annually establishes the dates for opening and closing classes, teacher institutes and in-services, the length and dates of vacations, and the days designated as legal school holidays. The school calendar shall have a minimum of 185 days to ensure 176 days of actual student attendance.

#### **Commemorative Holidays**

The teachers and students shall devote a portion of the school day on each commemorative holiday designated in the School Code to study and honor the commemorated person or occasion. The Board may, from time to time, designate a regular school day as a commemorative holiday.

#### **School Day**

The Board establishes the length of the school day with the recommendation of the Superintendent and subject to State law requirements. The Superintendent or designee shall ensure that observances required by State law are followed during each day of school attendance.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.56, 5/10-24.46, 5/10-30, 5/18-12, 5/18-12.5, 5/24-2, 5/27-3, 5/27-18, 5/27-19, 5/27-20, 5/27-20.1, 5/27-20.2, and 20/1.

10 ILCS 5/11-4.1.

5 ILCS 490/, State Commemorative Dates Act.

23 Ill.Admin.Code §1.420(f).

Metzl v. Leininger, 850 F.Supp. 740 (N.D. Ill. 1994), *aff'd by* 57 F.3d 618 (7th Cir. 1995).

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:200 (Terms and Conditions of Employment and Dismissal), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 6:60 (Curriculum Content), 6:70 (Teaching About Religions), 7:90 (Release During School Hours)

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## Instruction

### School Wellness

Student wellness, including good nutrition and physical activity, shall be promoted in the District's educational program, school-based activities, and meal programs. This policy shall be interpreted consistently with Section 204 of the Child Nutrition and WIC Reauthorization Act of 2004 and the Healthy Hunger-Free Kids Act of 2010 (HHFKA).

The Superintendent will ensure:

1. Each school building complies with this policy;
2. The policy is available to the community on an annual basis through copies of or online access to the Board Policy Manual; and
3. The community is informed about the progress of this policy's implementation.

### Goals for Nutrition Education and Nutrition Promotion

The goals for addressing nutrition education and nutrition promotion include the following:

- Schools will support and promote sound nutrition for students.
- Schools will foster the positive relationship between sound nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive health education curriculum. See Board policy 6:60, *Curriculum Content*.

### Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.
- Physical education will be taught in all grades and shall include a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. See policies 6:60, *Curriculum Content* and 7:260, *Exemption from Physical Education*.
- During the school day, all students will be required to engage in a daily physical education course, unless otherwise exempted. See policies 6:60, *Curriculum Content* and 7:260, *Exemption from Physical Education*.
- The curriculum will be consistent with and incorporate relevant *Illinois Learning Standards for Physical Development and Health* as established by the Ill. State Board of Education (ISBE).

### Nutrition Guidelines for Foods Available During the School Day: Marketing Prohibited

Students will be offered and schools will promote nutritious food and beverage choices during the school day that are consistent with Board policy 4:120, *Food Services* (requiring compliance with the nutrition standards specified in the U.S. Dept. of Agriculture's (USDA) *Smart Snacks* rules).

In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall:

1. Restrict the sale of *competitive foods*, as defined by the USDA, in the food service areas during meal periods;
2. Comply with all ISBE rules; and

3. Prohibit marketing during the school day of foods and beverages that do not meet the standards listed in Board policy 4:120, *Food Services*, i.e., in-school marketing of food and beverage items must meet *competitive foods* standards.

*Competitive foods* standards do not apply to foods and beverages available, but not sold in school during the school day; e.g., brown bag lunches, foods for classroom parties, school celebrations, and reward incentives.

#### Exempted Fundraising Day (EFD) Requests

All food and beverages sold to students on the school campuses of participating schools during the school day must comply with the “general nutrition standards for competitive foods” specified in federal law.

ISBE rules prohibit EFDs for grades 8 and below in participating schools.

The Superintendent or designee in a participating school may grant an EFD for grades 9 through 12 in participating schools. To request an EFD and learn more about the District’s related procedure(s), contact the Superintendent or designee. The District’s procedures are subject to change. The number of EFDs for grades 9 through 12 in participating schools is set by ISBE rule.

#### Guidelines for Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

#### Unused Food Sharing Plan

In collaboration with the District’s local health department, the Superintendent or designee will:

1. Develop and support a food sharing plan (Plan) for unused food that is focused on needy students.
2. Implement the Plan throughout the District.
3. Ensure the Plan complies with the Richard B. Russell National School Lunch Act, as well as accompanying guidance from the U.S. Department of Agriculture on the Food Donation Program.
4. Ensure that any leftover food items are properly donated to combat potential food insecurity in the District’s community. *Properly* means in accordance with all federal regulations and State and local health and sanitation codes.

#### Monitoring

At least every three years, the Superintendent shall provide implementation data and/or reports to the Board concerning this policy’s implementation sufficient to allow the Board to monitor and adjust the policy (a triennial report). This triennial report must include without limitation each of the following:

- An assessment of the District’s implementation of the policy
- The extent to which schools in the District are in compliance with the policy
- The extent to which the policy compares to model local school wellness policies
- A description of the progress made in attaining the goals of the policy
- How the District will make the results of the assessment available to the public
- Where the District will retain records of the assessment

The Board will monitor and adjust the policy pursuant to policy 2:240, *Board Policy Development*.

#### Community Involvement

The Board and Superintendent will actively invite suggestions and comments concerning the development, implementation, periodic reviews, and updates of the school wellness policy from parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the school board, school administrators, and the community. Community involvement methods shall align their suggestions and comments to policy 2:140, *Communications To and From the Board* and/or the **Community Engagement** subhead in policy 8:10, *Connection with the Community*.

Recordkeeping

The Superintendent shall retain records to document compliance with this policy, the District's records retention protocols, and the Local Records Act.

LEGAL REF.: Pub. L. 108-265, Sec. 204, Child Nutrition and WIC Reauthorization Act of 2004.  
42 U.S.C. §1771 et seq., Child Nutrition Act of 1966.  
42 U.S.C. §1751 et seq., National School Lunch Act.  
42 U.S.C. §1758b, Pub. L. 111-296, Healthy, Hunger-Free Kids Act of 2010.  
42 U.S.C. §1779, as implemented by 7 C.F.R. §§210.11 and 210.31.  
50 ILCS 205/ Local Records Act.  
105 ILCS 5/2-3.139.  
23 Ill.Admin.Code Part 305, Food Program.  
ISBE's *School Wellness Policy* Goal, adopted Oct. 2007.

CROSS REF.: 2:140 (Communications To and From the Board), 2:150 (Committees), 2:240 (Board Policy Development), 4:120 (Food Services), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 7:260 (Exemption from Physical Education), 8:10 (Connection with the Community)

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## Instruction

### Curriculum Content

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

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



students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. Unless otherwise exempted, all students are required to engage in a physical education course with such frequency as determined by the Board after recommendation from the Superintendent, but at a minimum of three days per five-day week. For exemptions and substitutions, see policies 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students* and 7:260, *Exemption from Physical Education*.

9. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law.
10. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.
11. In all schools, conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.
12. In all schools, United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, (g) Illinois history, and (h) the contributions made to society by Americans of different faith practices, including, but not limited to, Muslim Americans, Jewish Americans, Christian Americans, Hindu Americans, Sikh Americans, Buddhist Americans, and any other collective community of faith that has shaped America.

In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

13. In grade 7 and all high school courses concerning U.S. history or a combination of U.S. history and American government, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
14. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
15. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.



16. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the pre-enslavement of Black people from 3,000 BCE to AD 1619, the African slave trade, slavery in America, the study of the reasons why Black people came to be enslaved, the vestiges of slavery in this country, the study of the American civil rights renaissance, as well as the struggles and contributions of African-Americans.
17. In all schools offering a secondary agricultural education program, the curriculum includes courses as required by 105 ILCS 5/2-3.80.
18. In all schools, instruction during courses as determined by the Superintendent or designee on disability history, awareness, and the disability rights movement.
19. Beginning in the fall of 2022, in all schools, instruction as determined by the Superintendent or designee on the events of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States.
20. In kindergarten through grade 8, education must be available to students concerning effective methods of preventing and avoiding traffic injuries related to walking and bicycling.

LEGAL REF.: Pub. L. No. 108-447, Section 111 of Division J, Consolidated Appropriations Act of 2005.

Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.  
47 C.F.R. §54.520.

5 ILCS 465/3 and 465/3a.

20 ILCS 2605/2605-480.

105 ILCS 5/2-3.80(e) and (f), 5/10-20.73 (final citation pending), 5/10-23.13, 5/27-3, 5/27-3.5, 5/27-5, 5/27-6, 5/27-6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.08, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-20.8, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-23.15, 5/27-24.1, and 5/27-24.2.

105 ILCS 110/3, Comprehensive Health Education Program.

105 ILCS 435/, Vocational Education Act.

625 ILCS 5/6-408.5, Ill. Vehicle Code.

23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.

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

## **Instruction**

### **Education of Children with Disabilities**

The School District shall provide a free appropriate public education in the least restrictive environment and necessary related services to all children with disabilities enrolled in the District, as required by the Individuals With Disabilities Education Act (IDEA) and implementing provisions of the School Code, Section 504 of the Rehabilitation Act of 1973, and the Americans With Disabilities Act. The term *children with disabilities*, as used in this policy, means children between ages 3 and 21 (inclusive) for whom it is determined, through definitions and procedures described in the Ill. State Board of Education (ISBE) *Special Education* rules, that special education services are needed. Children with disabilities who turn 22 years old during the school year are eligible for such services through the end of the school year.

It is the intent of the District to ensure that students who are disabled within the definition of Section 504 of the Rehabilitation Act of 1973 are identified, evaluated, and provided with appropriate educational services. Students may be disabled within the meaning of Section 504 of the Rehabilitation Act even though they do not require services pursuant to IDEA.

For students eligible for services under IDEA, the District shall follow procedures for identification, evaluation, placement, and delivery of services to children with disabilities provided in the ISBE *Special Education* rules. For those students who are not eligible for services under IDEA, but, because of disability as defined by Section 504 of the Rehabilitation Act of 1973, need or are believed to need special instruction or related services, the District shall establish and implement a system of procedural safeguards. The safeguards shall cover students' identification, evaluation, and educational placement. This system shall include notice, an opportunity for the student's parent(s)/guardian(s) to examine relevant records, an impartial hearing with opportunity for participation by the student's parent(s)/guardian(s), representation by counsel, and a review procedure.

The District may maintain membership in one or more cooperative associations of school districts that shall assist the District in fulfilling its obligations to the District's students with disabilities.

If necessary, students may also be placed in nonpublic special education programs or education facilities.

LEGAL REF.: 20 U.S.C. §1400 et seq., Individuals With Disabilities Education Improvement Act of 2004.

29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.

42 U.S.C. §12101 et seq., Americans With Disabilities Act.

34 C.F.R. Part 106.

34 C.F.R. Part 300.

105 ILCS 5/14-1.01 et seq., 5/14-7.02, and 5/14-7.02b.

23 Ill.Admin.Code Part 226.

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

## **Instruction**

### **Program for the Gifted**

The Superintendent or designee shall implement an education program for gifted and talented learners that will challenge and motivate academically advanced learners and engage them in appropriately differentiated learning experiences to develop their unique abilities. If the State Superintendent of Education issues a Request for Proposals because sufficient State funding is available to support local programs of gifted education, the Superintendent or designee shall inform the Board concerning the feasibility and advisability of developing a “plan for gifted education” that would qualify for State funding.

Eligibility to participate in the gifted program shall not be conditioned upon race, religion, sex, disability, or any factor other than the student’s identification as gifted or talented learner.

The School Board will monitor this program’s performance by meeting periodically with the Superintendent or designee to determine and/or review the indicators and data that evidence whether the educational program for gifted and talented learners is accomplishing its goals and objectives and is otherwise in compliance with this policy.

LEGAL REF.: 105 ILCS 5/14A.  
23 Ill.Admin.Code Part 227.

CROSS REF.: 6:135 (Accelerated Placement Program)

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## **Instruction**

### **Accelerated Placement Program**

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

The Superintendent or designee shall implement an APP that includes:

1. Decision-making processes that are fair, equitable, and involve multiple individuals, e.g. District administrators, teachers, and school support personnel, and a student's parent(s)/guardian(s);
2. Notification processes that notify a student's parent(s)/guardian(s) of a decision affecting a student's participation in the APP;
3. Assessment processes that include multiple valid, reliable indicators; and
4. By the fall of 2023, the automatic enrollment, in the following school term, of a student into the next most rigorous level of advanced coursework offered by the high school if the student meets or exceeds State standards in English language arts, mathematics, or science on a State assessment administered under 105 ILCS 5/2-3.64a-5, as follows:
  - a. A student who meets or exceeds State standards in English language arts shall be automatically enrolled into the next most rigorous level of advanced coursework in English, social studies, humanities, or related subjects.
  - b. A student who meets or exceeds State standards in mathematics shall be automatically enrolled into the next most rigorous level of advanced coursework in mathematics.
  - c. A student who meets or exceeds State standards in science shall be automatically enrolled into the next most rigorous level of advanced coursework in science.

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

LEGAL REF.: 105 ILCS 5/14A.  
23 Ill.Admin.Code Part 227, Gifted Education.

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

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## **Instruction**

### **Extended Instructional Programs**

The District may offer the following programs in accordance with State law and the District's educational philosophy:

1. Nursery schools for children between the ages of 2 and 6 years.
2. Before-and after-school programs for students in grades K-6.
3. Child care and training center for pre-school children and for students whose parents work.
4. Model day care services program in cooperation with the State Board of Education.
5. Tutorial program.
6. Adult education program.
7. Outdoor education program.
8. Summer school, whether for credit or not.
9. Independent study, whether for credit or not.
10. Support services and instruction for students who are, or whose parents/guardians are, chemically dependent.
11. Anti-bias education and activities to address intergroup conflict resolution.
12. Volunteer service credit program.
13. Vocational academy.
14. Advanced vocational training and/or career education program.

LEGAL REF.: 105 ILCS 5/10-22.18a, 5/10-22.18b, 5/10-22.18c, 5/10-22.20, 5/10-22.20a, 5/10-22.20b, 5/10-22.20c, 5/10-22.29, 5/10-22.33A, 5/10-22.33B, 5/10-23.2, 5/27-22.1, 5/27-22.3, 5/27-23.6.

105 ILCS 110/3, Comprehensive Health Education Program.

105 ILCS 433/, Vocational Academies Act.

CROSS REF.: 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 6:320 (High School Credit for Proficiency)

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## Instruction

### Bring Your Own Technology (BYOT) Program: Responsible Use and Conduct

The Superintendent or designee shall establish a *Bring Your Own Technology (BYOT) Program*. The program will:

1. Promote educational excellence by facilitating resource sharing, innovation, and communication to enhance (a) technology use skills; (b) web-literacy and critical thinking skills about Internet resources and materials, including making wise choices; and (c) habits for responsible digital citizenship required in the 21st century.
2. Provide sufficient wireless infrastructure within budget parameters.
3. Provide access to the Internet only through the District's electronic networks.
4. Identify approved BYOT devices and what District-owned technology devices may be available; e.g., laptops, tablet devices, E-readers, and/or smartphones.
5. Align with Board policies 4:140, *Waiver of Student Fees*; 5:120, *Employee Ethics; Conduct; and Conflict of Interest*; 5:125, *Personal Technology and Social Media; Usage and Conduct*; 5:170, *Copyright*; 6:120, *Education of Children with Disabilities*; 6:235, *Access to Electronic Networks*; 7:140, *Search and Seizure*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:190, *Student Behavior*; 7:340, *Student Records*; and 7:345, *Use of Educational Technologies; Student Data Privacy and Security*.
6. Provide relevant staff members with BYOT professional development opportunities, including the provision of:
  - a. Classroom management information about issues associated with the program, e.g., technical support, responsible use, etc.;
  - b. A copy of or access to this policy and any building-specific rules for the program;
  - c. Additional training, if necessary, about 5:170, *Copyright*; and
  - d. Information concerning appropriate behavior of staff members as required by State law and policy 5:120, *Employee Ethics; Conduct; and Conflict of Interest*.
7. Provide a method to inform parents/guardians and students about this policy.
8. Include the program in the annual report to the Board as required under policy 6:10, *Education Philosophy and Objectives*.

The District reserves the right to discontinue its BYOT program at any time. The District does not provide liability protection for BYOT devices, and it is not responsible for any damages to them.

### Responsible Use

The District recognizes students participating in the program as responsible young adults and holds high expectations of their conduct in connection with their participation in the program. Teachers may encourage students to bring their own devices as supplemental in-class materials when: (a) using the devices will appropriately enhance, or otherwise illustrate, the subjects being taught; (b) the Building Principal has approved their use and found that their use is age-appropriate; and (c) the student's parent/guardian has signed the *Bring Your Own Technology (BYOT) Program Participation Authorization and Responsible Use Agreement Form*. A student's right to privacy in his or her device is limited; any reasonable suspicion of activities that violate law or Board policies will be treated according to policy 7:140, *Search and Seizure*.

Responsible use in the program incorporates into this policy the individual's *Acceptable Use of Electronic Networks* agreement pursuant to policy 6:235, *Access to Electronic Networks*. Responsible use also incorporates the established usage and conduct rules in policy 5:125, *Personal Technology and Social Media; Usage and Conduct*, for staff and 7:190, *Student Behavior*, for students. Failure to follow these rules and the specific BYOT program student guidelines may result in: (a) the loss of access to the District's electronic network and/or student's BYOT privileges; (b) disciplinary action pursuant to 7:190, *Student Behavior*; 7:200, *Suspension Procedures*; or 7:210, *Expulsion Procedures*; and/or (c) appropriate legal action, including referrals of suspected or alleged criminal acts to appropriate law enforcement agencies.

LEGAL REF.: 15 U.S.C. §§6501-6508, Children's Online Privacy Protection Act, implemented by 16 C.F.R. Part 312, Children's Online Privacy Protection Rule.

20 U.S.C §6751 *et seq.*, Enhancing Education Through Technology Act.

47 U.S.C. §254(h) and (l), Children's Internet Protection Act.

47 C.F.R. Part 54, Subpart F, Universal Service Support for Schools and Libraries.

105 ILCS 5/10-20.28.

CROSS REF.: 1:30 (School District Philosophy), 4:140 (Waiver of Student Fees), 5:120 (Employee Ethics; Conduct; and Conflict of Interest), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:170 (Copyright), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:120 (Education of Children with Disabilities), 6:210 (Instructional Materials), 6:235 (Access to Electronic Networks), 7:140 (Search and Seizure), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190 (Student Behavior), 7:340 (Student Records)

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## **Instruction**

### **Student Testing and Assessment Program**

The District student assessment program provides information for determining individual student achievement and instructional needs, curriculum and instruction effectiveness, and school performance measured against District student learning objectives and statewide norms.

The Superintendent or designee shall manage the student assessment program that, at a minimum:

1. Administers to students all standardized assessments required by the Ill. State Board of Education (ISBE) and/or any other appropriate assessment methods and instruments, including norm and criterion-referenced achievement tests, aptitude tests, proficiency tests, and teacher-developed tests.
2. Informs students of the timelines and procedures applicable to their participation in every State assessment.
3. Provides each student's parents/guardians with the results or scores of each State assessment and an evaluation of the student's progress. See policy 6:280, *Grading and Promotion*.
4. Utilizes professional testing practices.

Overall student assessment data on tests required by State law will be aggregated by the District and reported, along with other information, on the District's annual report card. All reliable assessments administered by the District and scored by entities outside of the District must be (1) reported to ISBE on its form by the 30<sup>th</sup> day of each school year, and (2) made publicly available to parents/guardians of students. Board policy 7:340, *Student Records*, and its implementing procedures govern recordkeeping and access issues.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act.

105 ILCS 10/, Illinois School Student Records Act.

105 ILCS 5/2-3.63, 5/2-3.64a-5, 5/2-3.64a-10, 5/2-3.107, 5/2-3.153, 5/10-17a, 5/22-82, and 5/27-1.

23 Ill. Admin. Code §1.30(b) and § 375.10.

CROSS REF.: 6:15 (School Accountability), 6:280 (Grading and Promotion), 7:340 (Student Records)

## Students

### Equal Educational Opportunities

Equal educational and extracurricular opportunities shall be available for all students without regard to color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless, immigration status, order of protection status, actual or potential marital or parental status, including pregnancy. Further, the District will not knowingly enter into agreements with any entity or any individual that discriminates against students on the basis of sex or any other protected status, except that the District remains viewpoint neutral when granting access to school facilities under School Board policy 8:20, *Community Use of School Facilities*. Any student may file a discrimination grievance by using Board policy 2:260, *Uniform Grievance Procedure*.

### Sex Equity

No student shall, based on sex, sexual orientation, or gender identity be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, advantage, or denied equal access to educational and extracurricular programs and activities.

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

### Administrative Implementation

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

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

29 U.S.C. §791 et seq., Rehabilitation Act of 1973.

42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.

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

Ill. Constitution, Art. I, §18.

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

775 ILCS 5/1-101 et seq., Illinois Human Rights Act.

775 ILCS 35/5, Religious Freedom Restoration Act.

23 Ill.Admin.Code §1.240 and Part 200.

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

## Students

### Harassment of Students Prohibited

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

### Sexual Harassment Prohibited

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

### Making a Report or Complaint

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

Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

### **Nondiscrimination Coordinator:**

Jason Kaiz

Name

701 W. Gregory, Mt. Prospect, IL 60056

Address

[jkaiz@d57.org](mailto:jkaiz@d57.org)

Email

847-394-7300 ext. 1003

Telephone



**Complaint Managers:**

<u>Dr. Kristin Vonder Haar</u>	<u>Jason Kaiz</u>
Name	Name
<u>701 W. Gregory, Mt. Prospect, IL 60056</u>	<u>701 W. Gregory, Mt. Prospect, IL 60056</u>
Address	Address
<u><a href="mailto:kvonderhaar@d57.org">kvonderhaar@d57.org</a></u>	<u><a href="mailto:jkaiz@d57.org">jkaiz@d57.org</a></u>
Email	Email
<u>847-394-7300 ext. 1002</u>	<u>847-394-7300 ext. 1003</u>
Telephone	Telephone

The Superintendent shall also use reasonable measures to inform

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

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

Investigation Process

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

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

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

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

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

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

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



### Enforcement

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

### Retaliation Prohibited

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

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

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

105 ILCS 5/10-20.12, 5/10-22.5, 5/10-23.13, 5/27-1, and 5/27-23.7.

775 ILCS 5/1-101 et seq., Illinois Human Rights Act.

23 Ill.Admin.Code §1.240 and Part 200.

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

Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).

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

West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

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## **Students**

### **Student Assignment and Intra-District Transfer**

#### **Attendance Areas**

The School District is divided into school attendance areas. The Superintendent will:

1. Review the boundary lines annually and recommend to the School Board any changes or revisions for existing units; or
2. Create new units using a lens that considers preventing segregation and the elimination of separating students in the District's schools because of color, race, or nationality.

The Superintendent or designee shall maintain a map of the District showing current school attendance areas. All records pertaining to the creation, alteration, or revision of attendance units are open to the public. Students living in a given school attendance area will be assigned to that school. Homeless children shall be assigned according to policy 6:140, *Education of Homeless Children*.

#### **Transfers Within the District**

A student's parent(s)/guardian(s) may request a transfer for their child to a District school other than the one assigned. A request should be directed to the Superintendent, who, at his or her sole discretion, may grant the request when the parent(s)/guardian(s) demonstrate that the student could be better accommodated at another school, provided space is available. If a request is granted, the parent/guardian shall be responsible for transportation. The provisions in this section have no applicability to transfers pursuant to the Unsafe School Choice Option covered in Board policy 4:170, *Safety*.

#### **Class Assignments**

The Superintendent or designee shall assign students to classes.

LEGAL REF.: 105 ILCS 5/10-21.3, 5/10-21.3a, and 5/10-22.5.

CROSS REF.: 4:170 (Safety), 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children)

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## Students

### School Admissions and Student Transfers To and From Non-District Schools

#### Age [Elementary or Unit Districts only]

To be eligible for admission, a child must be five years old on or before September 1 of that school term. A child entering first grade must be six years of age on or before September 1 of that school term. Based upon an assessment of a child's readiness to attend school, the District may permit him or her to attend school prior to these dates. A child will also be allowed to attend first grade based upon an assessment of his or her readiness if he or she attended a non-public preschool, continued his or her education at that school through kindergarten, was taught in kindergarten by an appropriately licensed teacher, and will be six years old on or before December 31. A child with exceptional needs who qualifies for special education services is eligible for admission at three years of age. Early entrance to kindergarten or first grade may also be available through Board policy 6:135, *Accelerated Placement Program*.

#### Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Superintendent or designee shall immediately notify the local law enforcement agency, and shall also notify the person enrolling the student in writing that, unless he or she complies within ten days, the case will be referred to the local law enforcement authority for investigation. If compliance is not obtained within that ten-day period, the Superintendent or designee shall so refer the case. The Superintendent or designee shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U.S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

#### Homeless Children

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

#### Foster Care Students

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools.

#### Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion, imposed for any reason by any public or private school, in this or any other state, before being admitted into the School District.

#### Foreign Students [*High School or Unit Districts only*]

The District accepts foreign exchange students with a J-1 visa and who reside within the District as participants in an exchange program sponsored by organizations screened by administration. Exchange students on a J-1 visa are not required to pay tuition.

Privately sponsored exchange students on an F-1 visa may be enrolled if an adult resident of the District has temporary guardianship, and the student lives in the home of that guardian. Exchange students on an F-1 visa are required to pay tuition at the established District rate. F-1 visa student admission is limited to high schools, and attendance may not exceed 12 months.

The Board may limit the number of exchange students admitted in any given year. Exchange students must comply with District immunization requirements. Once admitted, exchange students become subject to all District policies and regulations governing students.

#### Re-enrollment [*High School or Unit Districts only*]

Re-enrollment shall be denied to any individual 19 years of age or above who has dropped out of school and who could not earn sufficient credits during the normal school year(s) to graduate before his or her 21st birthday. However, at the Superintendent's or designee's discretion and depending on program availability, the individual may be enrolled in a graduation incentives program established under 105 ILCS 5/26-16 or an alternative learning opportunities program established under 105 ILCS 5/13B-1 (see 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*). Before being denied re-enrollment, the District will offer the individual due process as required in cases of expulsion under policy 7:210, *Expulsion Procedures*. A person denied re-enrollment will be offered counseling and be directed to alternative educational programs, including adult education programs that lead to graduation or receipt of a GED diploma. This section does not apply to students eligible for special education under the Individuals with Disabilities Education Improvement Act or accommodation plans under the Rehabilitation Act, Section 504.

LEGAL REF.: 8 U.S.C. §1101, Illegal Immigrant and Immigrant Responsibility Act of 1996.  
20 U.S.C. §1232, Family Educational Rights and Privacy Act.  
20 U.S.C. §1400 *et seq.*, Individuals With Disabilities Education Improvement Act.  
29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.  
42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.  
105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/26-1, 5/26-2, 5/27-8.1.  
105 ILCS 10/8.1, Ill. School Student Records Act.  
105 ILCS 45/, Education for Homeless Children Act.  
105 ILCS 70/, Educational Opportunity for Military Children Act.  
325 ILCS 50/, Missing Children Records Act.  
325 ILCS 55/, Missing Children Registration Law.  
410 ILCS 315/2e, Communicable Disease Prevention Act.  
20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School Registration.  
23 Ill.Admin.Code Part 226, Special Education.  
23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 6:300 (Graduation Requirements), 6:310 (High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:340 (Student Records)

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## Students

### Residence

#### Resident Students

Only students who are residents of the District may attend a District school without a tuition charge, except as otherwise provided below or in State law. A student's residence is the same as the person who has legal custody of the student.

A person asserting legal custody over a student, who is not the child's natural or adoptive parent, shall complete a signed statement, stating: (a) that he or she has assumed and exercises legal responsibility for the child, (b) the reason the child lives with him or her, other than to receive an education in the District, and (c) that he or she exercises full control over the child regarding daily educational and medical decisions in case of emergency. If the District knows the current address of the child's natural or adoptive parent, the District shall request in writing that the person complete a signed statement or affidavit stating: (a) the role and responsibility of the person with whom their child is living, and (b) that the person with whom the child is living has full control over the child regarding daily educational and medical decisions in case of emergency.

A student whose family moves out of the District during the school year will be permitted to attend school for the remainder of the year without payment of tuition.

When a student's change of residence is due to the military service obligation of the student's legal custodian, the student's residence is deemed to be unchanged for the duration of the custodian's military service obligation if the student's custodian made a written request. The District, however, is not responsible for the student's transportation to or from school.

If, at the time of enrollment, a dependent child of military personnel is housed in temporary housing located outside of the District, but will be living within the District within six months after the time of initial enrollment, the child is allowed to enroll, subject to the requirements of State law, and must not be charged tuition.

#### Requests for Nonresident Student Admission

Nonresident students may attend District schools upon the approval of a request submitted by the student's parent(s)/guardian(s) for nonresident admission. The Superintendent may approve the request subject to the following:

1. The student will attend on a year-to-year basis. Approval for any one year is not authorization to attend a following year.
2. The student will be accepted only if there is sufficient room.
3. The student's parent(s)/guardian(s) will be charged the maximum amount of tuition as allowed by State law.
4. The student's parent(s)/guardian(s) will be responsible for transporting the student to and from school.

#### Admission of Nonresident Students Pursuant to an Agreement or Order

Nonresident students may attend District schools tuition-free pursuant to:

1. A written agreement with an adjacent school district to provide for tuition-free attendance by a student of that district, provided both the Superintendent or designee and the adjacent district determine that the student's health and safety will be served by such attendance.



2. A written agreement with cultural exchange organizations and institutions supported by charity to provide for tuition-free attendance by foreign exchange students and nonresident pupils of charitable institutions.
3. According to an intergovernmental agreement.
4. Whenever any State or federal law or a court order mandates the acceptance of a nonresident student.

#### Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required to establish residency. School Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

#### Challenging a Student's Residence Status

If the Superintendent or designee determines that a student attending school on a tuition-free basis is a nonresident of the District for whom tuition is required to be charged, he or she on behalf of the School Board shall notify the person who enrolled the student of the tuition amount that is due. The notice shall detail the specific reasons why the Board believes that the student is a nonresident of the District and shall be given by certified mail, return receipt requested. The person who enrolled the student may challenge this determination and request a hearing as provided by the School Code, 105 ILCS 5/10-20.12b.

LEGAL REF.: 42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.  
105 ILCS 5/10-20.12a, 5/10-20.12b, 5/10-22.5, and 5/10-22.5a.  
105 ILCS 45/, Education for Homeless Children Act.  
105 ILCS 70/, Educational Opportunity for Military Children Act.  
23 Ill.Admin.Code §1.240.  
Israel S. by Owens v. Bd. of Educ. of Oak Park and River Forest High Sch. Dist. 200, 235 Ill.App.3d 652 (5th Dist. 1992).  
Joel R. v. Board of Education of Manheim School District 83, 292 Ill.App.3d 607 (1st Dist. 1997).  
Kraut v. Rachford, 51 Ill.App.3d 206 (1st Dist. 1977).

CROSS REF.: 6:140 (Education of Homeless Children), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:70 (Attendance and Truancy)

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## Students

### Attendance and Truancy

#### Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of six (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades kindergarten through 12 in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because of religious reasons, including to observe a religious holiday, for religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of day, and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness (including mental or behavioral health of the student), observance of a religious holiday, death in the immediate family, family emergency, other situations beyond the control of the student as determined by the Board, voting pursuant to policy 7:90, *Release During School Hours* (10 ILCS 5/7-42 and 5/17-15), other circumstances that cause reasonable concern to the parent/guardian for the student's mental, emotional, or physical health or safety, or other reason as approved by the Superintendent or designee. Students absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

#### Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and School Board policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 6 through 12 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to telephone, within two hours after the first class, the parents/guardians of students in grade 8 or below who are absent without prior parent/guardian notification.
5. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in 105 ILCS 5/26-2a.
6. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff

members or other people who may have information about the reasons for the student's attendance problem.

7. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, or information about community agency services. See Board policy 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*.
  8. A process for the collection and review of chronic absence data and to:
    - a. Determine what systems of support and resources are needed to engage chronically absent students and their families, and
    - b. Encourage the habit of daily attendance and promote success.
  9. Reasonable efforts to provide ongoing professional development to teachers, administrators, Board members, school resource officers, and staff on the appropriate and available supportive services for the promotion of student attendance and engagement.
  10. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.
  11. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
  12. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.
  13. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.
- [For high school and unit districts only]
14. A process for a 17-year-old resident to participate in the District's various programs and resources for truants. The student must provide documentation of his/her dropout status for the previous six months. A request from an individual 19 years of age or older to re-enroll after having dropped out of school is handled according to provisions in 7:50, *School Admissions and Student Transfers To and From Non-District Schools*.
  15. A process for the temporary exclusion of a student 17 years of age or older for failing to meet minimum attendance standards according to provisions in State law. A parent/guardian has the right to appeal a decision to exclude a student.

LEGAL REF.: 105 ILCS 5/26-1 through 18.  
705 ILCS 405/3-33.5, Juvenile Court Act of 1987.  
23 Ill.Admin.Code §§1.242 and 1.290.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence),

7:80 (Release Time for Religious Instruction/Observance), 7:90 (Release During School Hours), 7:190 (Student Behavior), 7:340 (Student Records)

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## **Students**

### **Release Time for Religious Instruction/Observance**

A student shall be released from school, as an excused absence, because of religious reasons, including to observe a religious holiday, for religious instruction, or because the student's religion forbids secular activity on a particular day(s) or time of day. The student's parent/guardian must give written notice to the Building Principal at least five calendar days before the student's anticipated absence(s).

The Superintendent or designee shall develop and distribute to teachers appropriate procedures regarding student absences for religious reasons, including how teachers are notified of a student's impending absence, and the State law requirement that teachers provide the student with an equivalent opportunity to make up any examination, study, or work requirement.

LEGAL REF.: 105 ILCS 5/26-1 and 5/26-2b.  
775 ILCS 35/, Religious Freedom Restoration Act.

CROSS REF.: 7:70 (Attendance and Truancy)

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## **Students**

### **Agency and Police Interviews**

The Superintendent shall develop procedures to manage requests by agency officials or police officers to interview students at school. Procedures will:

1. Recognize individual student rights and privacy,
2. Recognize the potential impact an interview may have on an individual student,
3. Minimize potential disruption,
4. Foster a cooperative relationship with public agencies and law enforcement, and
5. Comply with State law including, but not limited to, ensuring that before a law enforcement officer, school resource officer, or other school security person detains and questions on school grounds a student under 18 years of age who is suspected of committing a criminal act, the Superintendent or designee will:
  - a. Notify or attempt to notify the student's parent/guardian and document the time and manner in writing;
  - b. Make reasonable efforts to ensure the student's parent/guardian is present during questioning or, if they are not present, ensure that school employees (including, but not limited to, a school social worker, psychologist, nurse, counselor, or any other mental health professional) are present during the questioning; and
  - c. If practicable, make reasonable efforts to ensure a trained law enforcement officer to promote safe interactions and communications with the student is present during questioning.

LEGAL REF.: 105 ILCS 5/10-20.64, 5/22-88.  
55 ILCS 80/, Children's Advocacy Center Act.

325 ILCS 5/, Abused and Neglected Child Reporting Act.  
720 ILCS 5/31-1 et seq., Interference with Public Officers Act.  
725 ILCS 120/, Rights of Crime Victims and Witnesses Act.

CROSS REF.: 5:90 (Abused and Neglected Child Reporting), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:190 (Student Behavior)

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## **Students**

### **Student Appearance**

A student's appearance, including dress and hygiene, must not disrupt the educational process or compromise standards of health and safety. The District does not prohibit hairstyles historically associated with race, ethnicity, or hair texture, including, but not limited to, protective hairstyles such as braids, locks, and twists. Students who disrupt the educational process or compromise standards of health and safety must modify their appearance. Procedures for guiding student appearance will be developed by the Superintendent or designee and included in the *Student Handbook(s)*.

LEGAL REF.: 105 ILCS 5/2-3.25 and 5/10-22.25b.  
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503 (1969).

CROSS REF.: 7:10 (Equal Educational Opportunities), 7:130 (Student Rights and Responsibilities),  
7:165 (School Uniforms), 7:190 (Student Behavior)

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## Students

### Prevention of and Response to Bullying, Intimidation, and Harassment

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

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

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

#### Definitions from 105 ILCS 5/27-23.7

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

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

*Bullying* may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

*Cyberbullying* means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant

messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

*Restorative measures* means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

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

#### Bullying Prevention and Response Plan

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

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

**Nondiscrimination Coordinator:**

**Nondiscrimination Coordinator:**

Jason Kaiz

\_\_\_\_\_  
Name

701 W. Gregory, Mt. Prospect, IL 60056  
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Address  
[jkaiz@d57.org](mailto:jkaiz@d57.org)

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Email  
847-394-7300 ext. 1003

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Telephone

**Complaint Managers:**

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Dr. Kristin Vonder Haar

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Name  
701 W. Gregory, Mt. Prospect, IL 60056

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Address  
[kvonderhaar@d57.org](mailto:kvonderhaar@d57.org)

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Email  
847-394-7300 ext. 1002

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Telephone

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Jason Kaiz

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Name  
701 W. Gregory, Mt. Prospect, IL 60056

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Address  
[jkaiz@d57.org](mailto:jkaiz@d57.org)

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Email  
847-394-7300 ext. 1003

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Telephone

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

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

3. The Superintendent or designee shall use interventions to address bullying, that may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.

4. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
5. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
6. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
7. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
8. Pursuant to State law and policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
  - a. The frequency of victimization;
  - b. Student, staff, and family observations of safety at a school;
  - c. Identification of areas of a school where bullying occurs;
  - d. The types of bullying utilized; and
  - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

- 1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- 2) If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary, or a signed statement from the board; or
- 3) A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

9. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:



- a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
- b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
- c. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
- d. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
- e. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
- f. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
- g. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
- h. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- i. 7:310, *Restrictions on Publications; Elementary Schools*, and 7:315, *Restrictions on Publications; High Schools*. These policies prohibit students from and provide consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.: 105 ILCS 5/10-20.14, 5/10-22.6(b-20), 5/24-24, and 5/27-23.7.  
 405 ILCS 49/, Children's Mental Health Act.  
 775 ILCS 5/1-103, Ill. Human Rights Act.  
 23 Ill.Admin.Code §1.240 and §1.280.

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

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## Students

### Student Behavior

The goals and objectives of this policy are to provide effective discipline practices that: (1) ensure the safety and dignity of students and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a student's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach students positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

### When and Where Conduct Rules Apply

A student is subject to disciplinary action for engaging in prohibited student conduct, as described in the section with that name below, whenever the student's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

### Prohibited Student Conduct

The school administration is authorized to discipline students for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.
2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Students who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
  - a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*).
  - b. Any anabolic steroid unless it is being administered in accordance with a physician's or licensed practitioner's prescription.
  - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician's or licensed practitioner's prescription.

- d. Any prescription drug when not prescribed for the student by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician's or licensed practitioner's instructions. The use or possession of medical cannabis, even by a student for whom medical cannabis has been prescribed, is prohibited unless the student is authorized to be administered a medical cannabis infused product under *Ashley's Law*.
- e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a student believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the student engaged in behavior that would lead a reasonable person to believe that the student intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a student's use of asthma or other legally prescribed inhalant medications.
- f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
- g. *Look-alike* or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a student believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a student engaged in behavior that would lead a reasonable person to believe that the student expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.
- h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances.

Students who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance, as applicable, in their possession.

- 4. Using, possessing, controlling, or transferring a *weapon* as that term is defined in the **Weapons** section of this policy, or violating the **Weapons** section of this policy.
- 5. Using or possessing an electronic paging device. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate student conduct rules. Prohibited conduct specifically includes, without limitation, creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction of oneself or another person through the use of a computer, electronic communication device, or cellular phone. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered-off or silenced and out-of-sight during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a student's individualized education program (IEP); (c) it is used during the student's lunch period, or (d) it is needed in an emergency that threatens the safety of students, staff, or other individuals.
- 6. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.

7. Disobeying rules of student conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
8. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores.
9. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person or another student, or urging other students to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
10. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
11. Teen dating violence, as described in Board policy 7:185, *Teen Dating Violence Prohibited*.
12. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
13. Entering school property or a school facility without proper authorization.
14. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
15. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
16. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.
17. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
18. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
19. Making an explicit threat on an Internet website against a school employee, a student, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a student inside the school.
20. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
21. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to,

conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of students, staff, or school property.

For purposes of this policy, the term *possession* includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the student's person; (b) contained in another item belonging to, or under the control of, the student, such as in the student's clothing, backpack, or automobile; (c) in a school's student locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter students, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a student who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose discipline, including suspension or expulsion, for such behavior.

No disciplinary action shall be taken against any student that is based totally or in part on the refusal of the student's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the student.

#### Disciplinary Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary discipline before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage students to drop out voluntarily due to behavioral or academic difficulties. Potential disciplinary measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Disciplinary conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.
6. In-school suspension. The Building Principal or designee shall ensure that the student is properly supervised.
7. After-school study or Saturday study provided the student's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative disciplinary measure must be used. The student must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the student and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school disciplinary rules.
10. Suspension of bus riding privileges in accordance with Board policy 7:220, *Bus Conduct*.
11. Out-of-school suspension from school and all school activities in accordance with Board policy 7:200, *Suspension Procedures*. A student who has been suspended may also be restricted from being on school grounds and at school activities.

12. Expulsion from school and all school activities for a definite time period not to exceed two calendar years in accordance with Board policy 7:210, *Expulsion Procedures*. A student who has been expelled may also be restricted from being on school grounds and at school activities.
13. Transfer to an alternative program if the student is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in Article 13A or 13B of the School Code.
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), *look-alikes*, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of disciplinary measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a student because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion.

Corporal punishment is prohibited. *Corporal punishment* is defined as slapping, paddling, or prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for students, staff, or other persons, or for the purpose of self-defense or defense of property.

#### Isolated Time Out, Time Out, and Physical Restraint

Neither isolated time out, time out, nor physical restraint shall be used to discipline or punish a student. These methods are only authorized for use as permitted in 105 ILCS 5/10-20.33, State Board of Education rules (23 Ill.Admin.Code §§ 1.280, 1.285), and the District's procedure(s).

#### Weapons

A student who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school shall be expelled for a period of at least one calendar year but not more than two calendar years:

1. A *firearm*, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code (18 U.S.C. § 921), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act (430 ILCS 65/), or firearm as defined in Section 24-1 of the Criminal Code of 1961 (720 ILCS 5/24-1).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including *look-alikes* of any *firearm* as defined above.

The expulsion requirement under either paragraph one or two above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for students in theatre, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a student is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.



### Re-Engagement of Returning Students

The Superintendent or designee shall maintain a process to facilitate the re-engagement of students who are returning from an out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the student's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for students who have been suspended to complete or make up work for equivalent academic credit.

### Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger students under his or her supervision, (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident, or (3) observes a battery committed against any staff member. Upon receiving such a report, the Building Principal or designee shall immediately notify the local law enforcement agency, Ill. Dept. of State Police (ISP), and any involved student's parent/guardian. *School grounds* includes modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

### Delegation of Authority

Each teacher, and any other school personnel when students are under his or her charge, is authorized to impose any disciplinary measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on student discipline. Teachers, other certificated [licensed] educational employees, and other persons providing a related service for or with respect to a student, may use reasonable force as needed to maintain safety for other students, school personnel, or other persons, or for the purpose of self-defense or defense of property. Teachers may temporarily remove students from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Building Principal, or Dean of Students is authorized to impose the same disciplinary measures as teachers and may suspend students guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to ten consecutive school days, provided the appropriate procedures are followed. The Board may suspend a student from riding the bus in excess of ten school days for safety reasons.

### Student Handbook

The Superintendent, with input from the parent-teacher advisory committee, shall prepare disciplinary rules implementing the District's disciplinary policies. These disciplinary rules shall be presented annually to the Board for its review and approval.

A student handbook, including the District disciplinary policies and rules, shall be distributed to the students' parents/guardians within 15 days of the beginning of the school year or a student's enrollment.



Incorporated  
by Reference: 7:190-AP4 (Use of Isolated Time Out, Time Out, and Physical Restraint)

LEGAL REF.: 20 U.S.C. §6081, Pro-Children Act of 1994.  
20 U.S.C. §7961 *et seq.*, Gun Free Schools Act.  
105 ILCS 5/10-20.5b, 5/10-20.14, 5/10-20.28, 5/10-20.36, 5/10-21.7, 5/10-21.10, 5/10-22.6, 5/10-27.1A,  
5/10-27.1B, 5/22-33, 5/24-24, 5/26-12, 5/27-23.7, and 5/31-3.  
105 ILCS 110/3.10, Critical Health Problems and Comprehensive Health Education Act.  
410 ILCS 130/, Compassionate Use of Medical Cannabis Pilot Program.  
410 ILCS 647/, Powdered Caffeine Control and Education Act.  
430 ILCS 66/, Firearm Concealed Carry Act.  
23 Ill.Admin.Code §§ 1.280, 1.285.

CROSS REF.: 2:150 (Committees), 2:240 (Board Policy Development), 5:230 (Maintaining Student Discipline), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 7:70 (Attendance and Truancy), 7:130 (Student Rights and Responsibilities), 7:140 (Search and Seizure), 7:150 (Agency and Police Interviews), 7:160 (Student Appearance), 7:170 (Vandalism), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:200 (Suspension Procedures), 7:210 (Expulsion Procedures), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:270 (Administering Medicines to Students), 7:310 (Restrictions on Publications; Elementary Schools), 7:315 (Restrictions on Publications; High Schools), 8:30 (Visitors to and Conduct on School Property)

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## **Students**

### **Suspension Procedures**

#### **In-School Suspension**

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a student to in-school suspension, the charges will be explained and the student will be given an opportunity to respond to the charges.
2. Students are supervised by licensed school personnel.
3. Students are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

#### **Out-of-School Suspension**

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the student will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the student can be immediately suspended when the student's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the student's parent(s)/guardian(s).
4. A written notice of the suspension to the parent(s)/guardian(s) and the student, which shall:
  - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
  - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
  - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
  - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the student or his or her act of gross disobedience or misconduct; and
  - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
    - i. For a suspension of 3 school days or less, an explanation that the student's continuing presence in school would either pose:
      - a) A threat to school safety, or
      - b) A disruption to other students' learning opportunities.
    - ii. For a suspension of 4 or more school days, an explanation:
      - a) That other appropriate and available behavioral and disciplinary interventions have been exhausted,

- b) As to whether school officials attempted other interventions or determined that no other interventions were available for the student, and
  - c) That the student's continuing presence in school would either:
    - i) Pose a threat to the safety of other students, staff, or members of the school community, or
    - ii) Substantially disrupt, impede, or interfere with the operation of the school.
  - iii. For a suspension of 5 or more school days, the information listed in section 4.e.ii., above, along with documentation by the Superintendent or designee determining what, if any, appropriate and available support services will be provided to the student during the length of his or her suspension.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board. At the review, the student's parent(s)/guardian(s) may appear and discuss the suspension with the Board or its hearing officer and may be represented by counsel. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

LEGAL REF.: Goss v. Lopez, 419 U.S. 565 (1975).  
105 ILCS 5/10-20.14, 5/10-22.6.  
23 Ill.Admin.Code §1.280.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:220 (Bus Conduct)

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## Students

### Expulsion Procedures

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a student may be expelled, the student and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the student should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
  - a. Include the time, date, and place for the hearing.
  - b. Briefly describe what will happen during the hearing.
  - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
  - d. List the student's prior suspension(s).
  - e. State that the School Code allows the School Board to expel a student for a definite period of time not to exceed 2 calendar years, as determined on a case-by-case basis.
  - f. Ask that the student or parent(s)/guardian(s) or attorney inform the Superintendent or Board Attorney if the student will be represented by an attorney and, if so, the attorney's name and contact information.
2. Unless the student and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
3. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the student is guilty of the gross disobedience or misconduct as charged. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the student, and (2) evidence of the threat or disruption posed by the student. The student and his or her parent(s)/guardian(s) may be

No student shall be suspended or expelled from school, or receive a lowered academic grade, because of failing to comply with this policy.

The Superintendent or designee shall develop incentives and positive reinforcement measures to encourage full compliance.

LEGAL REF: 105 ILCS 5/2-3.25, and 5/10-22.25b.

CROSS REF: 4:140 (Waiver of Student Fees), 7:160 (Student Appearance), 7:190 (Student Behavior)

represented by counsel, offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the student should not be expelled. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.

4. If the Board acts to expel the student, its written expulsion decision shall:
  - a. Detail the specific reason why removing the student from his or her learning environment is in the best interest of the school.
  - b. Provide a rationale for the specific duration of the recommended expulsion.
  - c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the student.
  - d. Document how the student's continuing presence in school would (1) pose a threat to the safety of other students, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.
5. Upon expulsion, the District may refer the student to appropriate and available support services.

LEGAL REF.: Goss v. Lopez, 419 U.S. 565 (1975).  
105 ILCS 5/10-20.14, 5/10-22.6.

CROSS REF.: 5:100 (Staff Development Program), 7:130 (Student Rights and Responsibilities), 7:190 (Student Behavior), 7:200 (Suspension Procedures), 7:230 (Misconduct by Students with Disabilities)

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No student shall be suspended or expelled from school, or receive a lowered academic grade, because of failing to comply with this policy.

The Superintendent or designee shall develop incentives and positive reinforcement measures to encourage full compliance.

LEGAL REF.: 105 ILCS 5/2-3.25, and 5/10-22.25b.

CROSS REF.: 4:140 (Waiver of Student Fees), 7:160 (Student Appearance), 7:190 (Student Behavior)

## **Students**

### **Conduct Code for Participants in Extracurricular Activities**

The Superintendent or designee, using input from coaches and sponsors of extracurricular activities, shall develop a conduct code for all participants in extracurricular activities consistent with School Board policy. The conduct code shall: (1) require participants in extracurricular activities to conduct themselves as good citizens and exemplars of their school at all times, including after school, on days when school is not in session, and whether on or off school property; (2) emphasize that hazing and bullying activities are strictly prohibited; and (3) notify participants that failure to abide by it could result in discipline, up to and including removal from the activity. Participants who violate the conduct code will be allowed to give an explanation before being progressively disciplined. The conduct code shall be reviewed by the Building Principal periodically at his or her discretion and presented to the Board.

Participants in extracurricular activities must abide by the conduct code for the activity and Board policy 7:190, *Student Behavior*. All coaches and sponsors of extracurricular activities shall annually review the conduct code with participants and provide participants with a copy. In addition, coaches and sponsors of interscholastic athletic programs shall provide instruction on steroid abuse prevention to students in grades 7 through 12 participating in these programs.

### **Extracurricular Drug and Alcohol Testing Program**

The District maintains an extracurricular drug and alcohol testing program in order to foster the health, safety, and welfare of its students. Participation in extracurricular activities is a privilege and participants need to be exemplars. The program promotes healthy and drug-free participation.

Each student and his or her parents/guardians must consent to having the student submit to random drug and alcohol testing in order to participate in any extracurricular activity. Failure to sign the District's *Consent to Participate in Extracurricular Drug and Alcohol Testing Program* form will result in non-participation.

If a test is *positive*, the student will not participate in extracurricular activities until after a *follow-up* test is requested by the Building Principal or designee and the results are reported. The Building Principal or designee will request a *follow-up* test after such an interval of time that the substance previously found would normally be eliminated from the body. If this *follow-up* test is *negative*, the student will be allowed to resume extracurricular activities. If a *positive* result is obtained from the *follow-up* test, or any later test, the same previous procedure shall be followed.

The Superintendent or designee shall develop procedures to implement this policy. No student shall be expelled or suspended from school as a result of any verified positive test conducted under this program other than when independent reasonable suspicion of drug and/or alcohol usage exists. This program does not affect the District policies, practices, or rights to search or test any student who at the time exhibits cause for reasonable suspicion of drug and/or alcohol use.

### **Performance Enhancing Drug Testing of High School Student Athletes**

The Illinois High School Association (IHSA) prohibits participants in an athletic activity sponsored or sanctioned by IHSA from ingesting or otherwise using any performance enhancing substance on its banned substance list, without a written prescription and medical documentation provided by a licensed physician who evaluated the student-athlete for a legitimate medical condition. IHSA administers a performance-enhancing substance testing program. Under this program, student athletes are subject to random drug testing for the presence in their bodies of performance-enhancing substances on the IHSA's banned



substance list. In addition to being penalized by IHSA, a student may be disciplined according to Board policy 7:190, *Student Behavior*.

LEGAL REF.: Mahanoy Area Sch. Dist. v. B.L., 141 S.Ct. 2038 (2021).  
Bd. of Educ. of Independent Sch. Dist. No. 92 v. Earls, 536 U.S. 822 (2002).

Vernonia Sch. Dist. 475 v. Acton, 515 U.S. 646 (1995).

Clements v. Bd. of Educ. of Decatur, 133 Ill.App.3d 531 (4th Dist. 1985).

Kevin Jordan v. O'Fallon THSD 203, 302 Ill.App.3d 1070 (5th Dist. 1999).

Todd v. Rush County Schs., 133 F.3d 984 (7th Cir. 1998).

105 ILCS 5/24-24, 5/27-23.3, and 25/2.

CROSS REF.: 5:280 (Duties and Qualifications), 6:190 (Extracurricular and Co-Curricular Activities),  
7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:190  
(Student Behavior), 7:300 (Extracurricular Athletics)

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## Students

### Student Support Services

The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
4. Guidance and school counseling services.
5. A liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Illinois Department of Children and Family Services when enrolling in or changing schools.

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health needs that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such needs.

### Erin's Law Counseling Options, Assistance, and Intervention

The Superintendent or designee will ensure that each school building's Student Support Committee identifies counseling options for students who are affected by sexual abuse, along with District and community-based options for victims of sexual abuse to obtain assistance and intervention. Community-based options must include a Children's Advocacy Center and sexual assault crisis center(s) that serve the District, if any.

This policy shall be implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, 42 U.S.C. §12101 *et seq.*

LEGAL REF.: 105 ILCS 5/10-23.13(b) and 5/21B-25(G).  
405 ILCS 49/, Children's Mental Health Act of 2003.  
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:280 (Communicable and Chronic Infectious Disease), 7:340 (Student Records)

## **Students**

### **Exemption from Physical Education**

In order to be excused from participation in physical education, a student must present an appropriate excuse from his or her parent/guardian or from a person licensed under the Medical Practice Act. The excuse may be based on medical or religious prohibitions. An excuse because of medical reasons must include a signed statement from a person licensed under the Medical Practice Act that corroborates the medical reason for the request. An excuse based on religious reasons must include a signed statement from a member of the clergy that corroborates the religious reason for the request. Upon written notice from a student's parent/guardian, a student will be excused from engaging in the physical activity components of physical education during a period of religious fasting.

Special activities in physical education will be provided for a student whose physical or emotional condition, as determined by a person licensed under the Medical Practice Act, prevents his or her participation in the physical education course.

State law prohibits the Board from honoring parental excuses based upon a student's participation in athletic training, activities, or competitions conducted outside the auspices of the School District.

A student who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 3-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the student's participation as required by the Superintendent or designee.

A student requiring adapted physical education must receive that service in accordance with his or her Individualized Educational Program/Plan (IEP).

A student in grades 9-12, unless otherwise stated, may submit a written request to the Building Principal to be excused from physical education courses for the reasons stated in 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

Students in grades 7 and 8 may submit a written request to the Building Principal to be excused from physical education courses because of his or her ongoing participation in an interscholastic or extracurricular athletic program. The Building Principal will evaluate requests on a case-by-case basis.

The Superintendent or designee shall maintain records showing that the criteria set forth in this policy were applied to the student's individual circumstances, as appropriate.

Students who have been excused from physical education shall return to the course as soon as practical. The following considerations will be used to determine when a student shall return to a physical education course:

1. The time of year when the student's participation ceases;
2. The student's class schedule; and
3. The student's future or planned additional participation in activities qualifying for substitutions for physical education as outlined in policy 6:310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*.

LEGAL REF.: 105 ILCS 5/27-6.  
225 ILCS 60/, Medical Practice Act.  
23 Ill.Admin.Code §1.420(p) and §1.425(d), (e).

CROSS REF.: 6:60 (Curriculum Content), 6:310 (High School Credit for Non-District Experiences;  
Course Substitutions; Re-Entering Students)

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## **Students**

### **Suicide and Depression Awareness and Prevention**

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving students to learn and the school's ability to educate. Suicide and depression awareness and prevention are important Board goals.

### **Suicide and Depression Awareness and Prevention Program**

The Superintendent or designee shall develop, implement, and maintain a suicide and depression awareness and prevention program (Program) that advances the Board's goals of increasing awareness and prevention of depression and suicide. This program must be consistent with the requirements of *Ann Marie's Law* listed below; each listed requirement, 1-6, corresponds with the list of required policy components in the School Code Section 5/2-3.166(c)(2)-(7). The Program shall include:

1. Protocols for administering youth suicide awareness and prevention education to students and staff.
  - a. For students, implementation will incorporate Board policy 6:60, *Curriculum Content*, which implements 105 ILCS 5/2-3.139 and 105 ILCS 5/27-7 (requiring education for students to develop a sound mind and a healthy body).
  - b. For staff, implementation will incorporate Board policy 5:100, *Staff Development Program*, and teacher's institutes under 105 ILCS 5/3-14.8 (requiring coverage of the warning signs of suicidal behavior).
2. Procedures for methods of suicide prevention with the goal of early identification and referral of students possibly at risk of suicide. Implementation will incorporate:
  - a. The training required by 105 ILCS 5/10-22.39 for licensed school personnel and administrators who work with students to identify the warning signs of suicidal behavior in youth along with appropriate intervention and referral techniques, including methods of prevention, procedures for early identification, and referral of students at risk of suicide; and
  - b. Ill. State Board of Education (ISBE)-recommended guidelines and educational materials for staff training and professional development, along with ISBE-recommended resources for students containing age-appropriate educational materials on youth suicide and awareness, if available pursuant to *Ann Marie's Law* on ISBE's website.
3. Methods of intervention, including procedures that address an emotional or mental health safety plan for use during the school day and at school-sponsored events for a student identified as being at increased risk of suicide including those students who: (A) suffer from a mental health disorder; (B) suffer from a substance abuse disorder; (C) engage in self-harm or have previously attempted suicide; (D) reside in an out-of-home placement; (E) are experiencing homelessness; (F) are lesbian, gay, bisexual, transgender, or questioning (LGBTQ); (G) are bereaved by suicide; or (H) have a medical condition or certain types of disabilities. Implementation will incorporate paragraph number 2, above, along with Board policies:
  - a. 6:65, *Student Social and Emotional Development*, implementing the goals and benchmarks of the Ill. Learning Standards and 405 ILCS 49/15(b) (requiring student social and emotional development in the District's educational program);
  - b. 6:120, *Education of Children with Disabilities*, implementing special education requirements for the District;

- c. 6:140, *Education of Homeless Children*, implementing provision of District services to students who are homeless;
  - d. 6:270, *Guidance and Counseling Program*, implementing guidance and counseling program(s) for students, and 105 ILCS 5/10-22.24a and 22.24b, which allow a qualified guidance specialist or any licensed staff member to provide school counseling services;
  - e. 7:10, *Equal Educational Opportunities*, and its implementing administrative procedure and exhibit, implementing supports for equal educational opportunities for students who are LGBTQ;
  - f. 7:50, *School Admissions and Student Transfers To and From Non-District Schools*, implementing State law requirements related to students who are in foster care;
  - g. 7:250, *Student Support Services*, implementing the Children’s Mental Health Act of 2003, 405 ILCS 49/ (requiring protocols for responding to students with social, emotional, or mental health issues that impact learning ability); and
  - h. State and/or federal resources that address emotional or mental health safety plans for students who are possibly at an increased risk for suicide, if available on the ISBE’s website pursuant to *Ann Marie’s Law*.
4. Methods of responding to a student or staff suicide or suicide attempt. Implementation of this requirement shall incorporate building-level Student Support Committee(s) established through Board policy 7:250, *Student Support Services*.
  5. Reporting procedures. Implementation of this requirement shall incorporate Board policy 6:270, *Guidance and Counseling Program*, and Board policy 7:250, *Student Support Services*, in addition to other State and/or federal resources that address reporting procedures.
  6. A process to incorporate ISBE-recommended resources on youth suicide awareness and prevention programs, including current contact information for such programs in the District’s Suicide and Depression Awareness and Prevention Program.

Illinois Suicide Prevention Strategic Planning Committee

The Superintendent or designee shall attempt to develop a relationship between the District and the Illinois Suicide Prevention Strategic Planning Committee, the Illinois Suicide Prevention Coalition Alliance, and/or a community mental health agency. The purpose of the relationship is to discuss how to incorporate the goals and objectives of the Illinois Suicide Prevention Strategic Plan into the District’s Suicide Prevention and Depression Awareness Program.

Monitoring

The Board will review and update this policy pursuant to *Ann Marie’s Law* and Board policy 2:240, *Board Policy Development*.

Information to Staff, Parents/Guardians, and Students

The Superintendent shall inform each school district employee about this policy and ensure its posting on the District’s website. The Superintendent or designee shall provide a copy of this policy to the parent or legal guardian of each student enrolled in the District. Student identification (ID) cards, the District’s website, and student handbooks and planners will contain the support information as required by State law.

Implementation

This policy shall be implemented in a manner consistent with State and federal laws, including the Children’s Mental Health Act of 2003, 405 ILCS 49/, Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/, and the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.



The District, Board, and its staff are protected from liability by the Local Governmental and Governmental Employees Tort Immunity Act. Services provided pursuant to this policy: (1) do not replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in suicide prevention, assessments and counseling services, (2) are strictly limited to the available resources within the District, (3) do not extend beyond the school day and/or school-sponsored events, and (4) cannot guarantee or ensure the safety of a student or the student body.

LEGAL REF.: 42 U.S.C. § 1201 et seq. Individuals with Disabilities Education Act.  
105 ILCS 5/2-3.166, 105 ILCS 5/2-3.139, 5/3-14.8, 5/10-20.73 (final citation pending), 5/10-22.24a, 5/10-22.24b,  
5/10-22.39, 5/10-20.75 (final citation pending), 5/14-1.01 et seq., 5/14-7.02, and  
5/14-7.02b, 5/27-7.  
405 ILCS 49, Children's Mental Health Act of 2003.  
740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.  
745 ILCS 10/, Local Governmental and Governmental Tort Immunity Act.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 6:60  
(Curriculum Content), 6:65 (Student Social and Emotional Development), 6:120  
(Education of Children with Disabilities), 6:270 (Guidance and Counseling Program),  
7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250  
(Student Support Services)

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## **Students**

### **Restrictions on Publications: Elementary Schools**

*[For elementary or unit districts only]*

#### **School-Sponsored Publications and Web Sites**

School-sponsored publications, productions, and web sites are part of the curriculum and are not a public forum for general student use. School authorities may edit or delete material that is inconsistent with the District's educational mission.

All school-sponsored communications shall comply with the ethics and rules of responsible journalism. Text that is libelous, obscene, vulgar, lewd, invades the privacy of others, conflicts with the basic educational mission of the school, is socially inappropriate, is inappropriate due to the maturity of the students, or is materially disruptive to the educational process will not be tolerated.

The author's name will accompany personal opinions and editorial statements. An opportunity for the expression of differing opinions from those published/produced will be provided within the same media.

#### **Non-School Sponsored Publications Accessed or Distributed On-Campus**

For purposes of this section and the following section, a *publication* includes, without limitation: (1) written or electronic print material, (2) audio-visual material on any medium including electromagnetic media (e.g., images, digital files flash memory, etc.), or combinations of these whether off-line (e.g., a printed book, digital files, etc.) or online (e.g., any website, social networking site, database for information retrieval, etc.), or (3) information or material on electronic devices (e.g., text or voice messages delivered by cell phones, tablets, and other hand-held devices).

Creating, distributing, and/or accessing non-school sponsored publications shall occur at a time and place and in a manner that will not cause disruption, be coercive, or result in the perception that the distribution or the publication is endorsed by the School District.

Students are prohibited from creating, distributing, and/or accessing at school any publication that:

1. Will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities;
2. Violates the rights of others, including but not limited to material that is libelous, invades the privacy of others, or infringes on a copyright;
3. Is socially inappropriate or inappropriate due to maturity level of the students, including but not limited to material that is obscene, pornographic, or pervasively lewd and vulgar, contains indecent and vulgar language, or *sexting* as defined by School Board policy and Student Handbooks;
4. Is reasonably viewed as promoting illegal drug use; or
5. Is distributed in kindergarten through eighth grade and is primarily prepared by non-students, unless it is being used for school purposes. Nothing herein shall be interpreted to prevent the inclusion of material from outside sources or the citation to such sources as long as the material to be distributed or accessed is primarily prepared by students.

Accessing or distributing *on-campus* includes accessing or distributing on school property or at school-related activities. A student engages in gross disobedience and misconduct and may be disciplined for: (1) accessing or distributing forbidden material, or (2) for writing, creating, or publishing such material intending for it to be accessed or distributed at school.

Non-School Sponsored Publications Accessed or Distributed Off-Campus

A student engages in gross disobedience and misconduct and may be disciplined for creating and/or distributing a publication that: (1) causes a substantial disruption or a foreseeable risk of a substantial disruption to school operations, or (2) interferes with the rights of other students or staff members.

Bullying and Cyberbullying

The Superintendent or designee shall treat behavior that is *bullying* and/or *cyberbullying* according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

LEGAL REF.: 105 ILCS 5/27-23.7.

Hazelwood v. Kuhlmeier, 484 U.S. 260 (1988).

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).

Hedges v. Wauconda Cmty. Unit Sch. Dist. No. 118, 9 F.3d 1295 (7th Cir. 1993).

CROSS REF.: 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 8:25 (Advertising and Distributing Materials in School Provided by Non-School Related Entities)

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## **Students**

### **Student Records**

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 18 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to opt-out of the release of directory information regarding his or her child. The District will comply with State or federal law with regard to release of a student's school records, including, where applicable, without notice to, or the consent of, the student's parent/guardian or eligible student. Upon request, the District discloses school student records without parent consent to the official records custodian of another school in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law.

The Superintendent shall fully implement this policy and designate an *official records custodian* for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

### **Student Biometric Information Collection**

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

LEGAL REF.: 20 U.S.C. §1232g, Family Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99.

50 ILCS 205/7, Local Records Act.

105 ILCS 5/10-20.12b, 5/10-20.40, and 5/14-1.01 et seq.

105 ILCS 10/, Ill. School Student Records Act.

105 ILCS 85/, Student Online Personal Protection Act.

325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.

750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act.

23 Ill.Admin.Code Parts 226 and 375.

Owasso I.S.D. No. I-011 v. Falvo, 534 U.S. 426 (2002).

Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

ADMIN. PROC.: 7:15-E (Notification to Parents of Family Privacy Rights), 7:340-AP1 (School Student Records), 7:340-AP1, E1 (Notice to Parents/Guardians and Students of Their Rights Concerning a Student's School Records), 7:340-AP1, E3 (Letter to Parents and Eligible Students Concerning Military Recruiters and Postsecondary Institutions Receiving Student Directory Information), 7:340-AP1, E4 (Frequently Asked Questions Regarding Military Recruiter Access to Students and Student Information, 7:340-AP1, E5 (Biometric Information Collection Authorization), 7:340-AP2 (Storage and Destruction of School Student Records), 7:340-AP2, E1 (Letter Containing Schedule for Destruction of School Student Records)

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## **Students**

### **Use of Educational Technologies; Student Data Privacy and Security**

Educational technologies used in the District shall further the objectives of the District's educational program, as set forth in Board policy 6:10, *Educational Philosophy and Objectives*, align with the curriculum criteria in policy 6:40, *Curriculum Development*, and/or support efficient District operations. The Superintendent shall ensure that the use of educational technologies in the District meets the above criteria.

The District and/or vendors under its control may need to collect and maintain data that personally identifies students in order to use certain educational technologies for the benefit of student learning or District operations.

Federal and State law govern the protection of student data, including school student records and/or *covered information*. The sale, rental, lease, or trading of any school student records or covered information by the District is prohibited. Protecting such information is important for legal compliance, District operations, and maintaining the trust of District stakeholders, including parents, students and staff.

#### **Definitions**

*Covered information* means personally identifiable information (PII) or information linked to PII in any media or format that is not publicly available and is any of the following: (1) created by or provided to an operator by a student or the student's parent/guardian in the course of the student's or parent/guardian's use of the operator's site, service or application; (2) created by or provided to an operator by an employee or agent of the District; or (3) gathered by an operator through the operation of its site, service, or application.

*Operators* are entities (such as educational technology vendors) that operate Internet websites, online services, online applications, or mobile applications that are designed, marketed, and primarily used for K-12 school purposes.

*Breach* means the unauthorized acquisition of computerized data that compromises the security, confidentiality or integrity of covered information maintained by an operator or the District.

#### **Operator Contracts**

The Superintendent or designee designates which District employees are authorized to enter into written agreements with operators for those contracts that do not require separate Board approval. Contracts between the Board and operators shall be entered into in accordance with State law and Board policy 4:60, *Purchases and Contracts*, and shall include any specific provisions required by State law.

#### **Security Standards**

The Superintendent or designee shall ensure the District implements and maintains reasonable security procedures and practices that otherwise meet or exceed industry standards designed to protect covered information from unauthorized access, destruction, use, modification, or disclosure. In the event the District receives notice from an operator of a breach or has determined a breach has occurred, the Superintendent or designee shall also ensure that the District provides any breach notifications required by State law.



LEGAL REF.: 20 U.S.C. §1232g, Family and Educational Rights and Privacy Act, implemented by 34 C.F.R. Part 99.

105 ILCS 10/, Ill. School Student Records Act.

105 ILCS 85/, Student Online Personal Protection Act.

23 Ill. Admin. Code Part 380.

CROSS REF.: 4:15 (Identity Protection), 4:60 (Purchases and Contracts), 6:235 (Access to Electronic Networks), 7:340 (Student Records)

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## **Community Relations**

### **Accommodating Individuals with Disabilities**

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities and will not be subject to illegal discrimination. When appropriate, the District may provide to persons with disabilities aids, benefits, or services that are separate or different from, but as effective as, those provided to others.

The District will provide auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, website, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Superintendent or designee is designated the Title II Coordinator and shall:

1. Oversee the District's compliance efforts, recommend necessary modifications to the School Board, and maintain the District's final Title II self-evaluation document, update it to the extent necessary, and keep it available for public inspection for at least three years after its completion date.
2. Institute plans to make information regarding Title II's protection available to any interested party.

Individuals with disabilities should notify the Superintendent or Building Principal if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Individuals with disabilities may allege a violation of this policy or federal law by reporting it to the Superintendent or designated Title II Coordinator, or by filing a grievance under the Uniform Grievance Procedure.

LEGAL REF.: Americans with Disabilities Act, 42 U.S.C. §§12101 et seq. and 12131 et seq.; 28 C.F.R. Part 35.

Rehabilitation Act of 1973 §104, 29 U.S.C. §794 (2006).

105 ILCS 5/10-20.51.

410 ILCS 25/, Environmental Barriers Act.

71 Ill.Admin.Code Part 400, Illinois Accessibility Code.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 4:150 (Facility Management and Building Programs)

## **Community Relations**

### **Relations with Other Organizations and Agencies**

The District shall cooperate with other organizations and agencies, including but not limited to:

- County Health Department
- Law enforcement agencies
- Fire authorities
- Planning authorities
- Zoning authorities
- Illinois Emergency Management Agency (IEMA), local organizations for civil defense, and other appropriate disaster relief organizations concerned with civil defense
- Other school districts

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 4:170 (Safety), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:90 (Abused and Neglected Child Reporting), 7:150 (Agency and Police Interviews)