2.5 APPROVAL OF POLICY REVISIONS FOR A SECOND READING

A. SUBJECT

The Board of Education is asked to approve the following Policy revisions for a second reading.

B. INFORMATION

The following Policy revisions were brought to the Board for a first reading at the October 27, 2026 Board meeting.

Revisions

- 5:40 Communicable and chronic Infectious Disease
- 5:70 Religious Holidays
- 5:240 Suspension
- 6:70 Teaching About Religions
- 6:80 Teaching About Controversial Issues
- 6:190 Extracurricular and Co-Curricular Activities
- 7:30 Student Assignment and Intra-District Transfer
- 7:130 Student Rights and Responsibilities
- 7:330 Student Use of Buildings-Equal Access
- 8:70 Accommodating Individuals with Disabilities

C. RECOMMENDATION

The Superintendent recommends approval of revisions to Policy 5:40, 5:70, 5:240, 6:70, 6:80, 6:190, 7:30, 7:130, 7:330, and 8:70 for second reading approval by the Board of Education.

D. SUGGESTED MOTION

This item will be included as a part of the Consent Agenda motion.

General Personnel

Communicable and Chronic Infectious Disease

The Superintendent or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving a District employee consistent with State and federal law, Ill. Dept. of Public Health rules, and School Board of Education policies.

An employee with a communicable or chronic infectious disease is encouraged to self-report to the Superintendent or designee immediately. Employees with a communicable or chronic infectious disease will be permitted to retain their positions whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

The Superintendent shall report to the Board, when necessary, on the employee's medical status and condition and ability to perform his/her job responsibilities.

LEGAL REF.: 42 U.S.C. §12101 et seq., Americans With Disabilities Act, amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325; 29 C.F.R. §1630.1 et seq.
29 U.S.C. §791, Rehabilitation Act of 1973; 34 C.F.R. §104.1 et seq.
105 ILCS 5/24-5.
20 ILCS 2305/6, Department of Public Health Act.
820 ILCS 40/, Personnel Record Review Act.
77 Ill.Admin.Code Part 690, Control of Notifiable Diseases and Conditions Code.

CROSS REF.: 2:150 (Committees), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

ADOPTED: October 28, 2003

REVISED: November 17, 2026

General Personnel

Religious Holidays

Supervisors shall grant an employee's request for time off to observe a religious holiday if the employee gives at least 5 days prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time, or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.: 775 ILCS 5/2-101 and 5/2- 102, Ill. Human Rights Act.
775 ILCS 35/, Religious Freedom Restoration Act.

ADOPTED: October 28, 2003

REVISED: November 17, 2026

General Personnel

Suspension

Suspension Without Pay

The School Board may suspend a professional employee without pay: (1) pending a dismissal hearing, or (2) as a disciplinary measure for up to 30 employment days for misconduct that is detrimental to the District. A *professional employee* means a non-administrator employee who holds a professional educator license. Administrative staff members may not be suspended without pay as a disciplinary measure.

Misconduct that is detrimental to the District includes:

- Insubordination, including any failure to follow an oral or written directive from a supervisor;
- Violation of Board policy or administrative procedure;
- Conduct that disrupts or may disrupt the educational program or process;
- Conduct that violates any State or federal law that relates to the employee's duties; and
- Other sufficient causes.

The Superintendent or designee is authorized to issue a pre-suspension notification to a professional employee. This notification shall include the length and reason for the suspension as well as the deadline for the employee to exercise his or her right to appeal the suspension to the Board or Board-appointed hearing examiner before it is imposed. At the request of the professional employee made within five calendar days of receipt of a pre-suspension notification, the Board or Board-appointed hearing examiner will conduct a pre-suspension hearing. The Board or its designee shall notify the professional employee of the date and time of the hearing. At the pre-suspension hearing, the professional employee or his/her representative may present evidence. If the employee does not appeal the pre-suspension notification, the Superintendent or designee shall report the action to the Board at its next regularly scheduled meeting.

Suspension With Pay

The Board or Superintendent or designee may suspend a professional employee with pay: (1) during an investigation into allegations of disobedience or misconduct whenever the employee's continued presence in his or her position would not be in the District's best interests, (2) as a disciplinary measure for misconduct that is detrimental to the District as defined above, or (3) pending a Board hearing to suspend a professional employee without pay.

The Superintendent shall meet with the employee to present the allegations and give the employee an opportunity to refute the charges. The employee will be told the dates and times the suspension will begin and end.

Employees Under Investigation by Illinois Dept. of Children and Family Services (DCFS)

Upon receipt of a DCFS recommendation that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation, the Board or Superintendent or designee, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee as recommended by DCFS, proceeding with:
    a. A suspension with pay; or
3. A suspension without pay.

Repayment of Compensation and Benefits

If a professional employee is suspended with pay, either voluntarily or involuntarily, pending the outcome of a criminal investigation or prosecution, and the employee is later dismissed as a result of his or her criminal conviction, then the employee must repay to the District all compensation and the value of all benefits received by him or her during the suspension. The Superintendent or designee will notify the employee of this requirement when the employee is suspended.

LEGAL REF.: 105 ILCS 5/24-12.
5 ILCS 430/5-60(b), State Officials and Employee Ethics Act.
325 ILCS 5/7.4(c-10), Abused and Neglected Child Reporting Acct.
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985).
Barszcz v. Cmty. College Dist. No. 504,400 F.Supp. 675 (N.D. Ill. 1975).
Massie v. East St. Louis Sch. Dist. No. 189, 203 Ill.App.3d 965 (5th Dist. 1990).

SEE ALSO: Applicable Collective Bargaining Agreement

CROSS REF.: 5:290 (Employment Termination and Suspensions)

ADOPTED: October 28, 2003

REVISED: November 17, 2026

Instruction

Teaching About Religions

The School District's curriculum may include the study of religions as they relate to geography, history, culture, and the development of various ethnic groups. The study of religions shall give neither preferential nor derogatory treatment to any single religion, religious belief, or to religion in general. The study of religions shall be treated as an academic subject with no emphasis on the advancement or practice of religion.

LEGAL REF.: Mahmoud v. Taylor, 606 U.S. 522 (2025).
Allegheny County v. ACLU Pittsburgh Chapter, 492 U.S. 573 (1989).
School District of Abington Twp v. Schempp, 374 U.S. 203 (1963).

CROSS REF.: 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:60 (Curriculum Content)

ADOPTED: August 19, 2003

REVISED: November 17, 2026

Instruction

Teaching About Controversial Issues

The Superintendent shall ensure that all school-sponsored presentations and discussions of controversial or sensitive topics in the instructional program, including those made by guest speakers, are:

- Age-appropriate. Proper decorum, considering the students' ages, should be followed.
- Consistent with the curriculum and serve an educational purpose.
- Informative and present a balanced view.
- Respectful of the rights and opinions of everyone. Emotional criticisms and hurtful sarcasm should be avoided.
- Not tolerant of profanity or slander.

The District specifically reserves its right to stop any school-sponsored activity that it determines violates this policy, is harmful to the District or the students, or violates State or federal law.

LEGAL REF.: Mahmoud V. Taylor, 606 U.S. 522 (2025).
Garcetti V. Ceballos, 547 U.S. 410 (2006).
Mayer V. Monroe Cnty. Cmty. Sch. Corp., 474 F.3d 477 (7th Cir. 2007).

CROSS REF.: 6:40 (Curriculum Development), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs)

ADOPTED: August 19, 2003

REVISED: November 17, 2026

Instruction

Extracurricular and Co-Curricular Activities

The Superintendent shall approve all District-sponsored extracurricular and co-curricular activities, using the following criteria:

1. The activity will contribute to the leadership abilities, social well being, self-realization, good citizenship, or general growth of members.
2. Fees assessed for students are reasonable and do not exceed the actual cost of operation.
3. The District has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Building Principals are responsible for the scheduling and announcing of student extracurricular and co-curricular activities.

Non curriculum related student groups or clubs that are not school sponsored are governed by Board policy, 7:330, *Student Use of Buildings - Equal Access.*

Academic Criteria for Participation

Students must satisfy all academic standards and must comply with the activity's rules and the Student Conduct Code. For students in kindergarten through 8th grades, selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies.

For high school students, selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies. Participation in co-curricular activities is dependent upon course selection and successful progress in those courses. In order to be eligible to participate in any Illinois High School Association ("IHSA") sponsored athletic or extracurricular activity, a student must do passing work in at least 25 credit hours of high school work per week and have passed 25 hours of work in the previous year. In order to be eligible to participate in any non-IHSA athletic or extracurricular activity, a student must maintain a grade point average reflecting that he or she is passing at least three academic classes per semester. In addition, students must comply with the activity's rules and the student conduct code. Any student-participant failing to meet these academic criteria shall be suspended from the activity until the specified academic criteria are met.

Co-Curricular Participation by Home Schooled Students

In order for a home schooled student to participate in the co-curricular programs in District 200, the student must be enrolled in a minimum of two classes. This includes, but is not limited to all music programs, athletic programs, clubs, and activities at the elementary, middle and high school levels.

At the high school level all home schooled students are required to pass the standard number of hours of instruction as required by the District 200 Board of Education (25 hours of instruction each week and semester). The student's home school classes must be in an approved curriculum that is fully accredited by the North Central Association. Eligibility checks for the home school courses will be done each week, and it is

the responsibility of the parent/guardian to phone the Athletic Department secretary each Thursday before noon and report the weekly progress in the home school course work. If the home school student refuses to enroll in this minimum number of classes, no participation or eligibility will be allowed for that student.

LEGAL REF.: 105 ILCS 5/10-20.30, and 5/24-24.

CROSS REF.: 4:170 (Safety), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED: August 19, 2003

REVISED: November 17, 2026

Students

Student Assignment and Intra-District Transfer

Attendance Areas

The District is divided into school attendance areas. The Superintendent shall review the boundary lines periodically and recommend any changes to the Board of Education. A map of the District showing current school attendance areas shall be maintained by the Superintendent.

Students living in a given school attendance area will be assigned to that school as well as students participating in District designated special programs. Homeless children shall be assigned according to Board Policy 6:140, *Education of Homeless Children.*

Transfers Within the District

Elementary and Middle School

A student's parent(s)/guardian(s) may request a transfer for their child to a District school other than the one assigned.

The request form should be sent to the Superintendent's Office according to established procedures. The Superintendent and sending/receiving principals may grant the request if space is available and the request meets the identified priorities.

If a request is granted, the parent/guardian shall be responsible for providing transportation for their student unless the student is eligible for Fee Based Transportation Services.

High School

A student's parent(s)/guardian(s) may request a transfer for their child to a District school other than the one assigned by following the High School Intra-District Transfer Procedure.

The request letter should be sent to the Superintendent's Office according to established procedures. The Superintendent or designee may grant the request if space is available and the request meets the identified priorities.

If a request is granted, the student will remain at the transferred school for the remainder of the student's high school experience providing the conditions related to attendance, discipline and grades are met. In addition, the parent/guardian shall be responsible for providing transportation for their student unless the student is eligible for Fee Based Transportation Services.

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)

ADOPTED: August 19, 2003

REVISED: November 17, 2026

Students

Student Rights and Responsibilities

All students are entitled to enjoy the rights protected by the U.S. and Illinois Constitutions and laws for persons of their age and maturity in a school setting. Students should exercise these rights reasonably and avoid violating the rights of others. Students who violate the rights of others or violate District policies or rules will be subject to disciplinary measures.

Students may, during the school day, during noninstructional time, voluntarily engage in individually or collectively initiated, non-disruptive prayer or religious-based meetings that, consistent with the Free Exercise and Establishment Clauses of the U.S. and Illinois Constitutions, are not sponsored, promoted, or endorsed in any manner by the school or any school employee. *Noninstructional time* means time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends.

LEGAL REF.: 20 U.S.C. §4071 et seq., Equal Access Act.
20 U.S.C. §7904, Every Student Succeeds Act.
Kennedy v. Bremerton Sch. Dist., 597 U.S. 507 (2022).
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969).

105 ILCS 20/5, Silent Reflection and Student Prayer Act.

CROSS REF.: 7:140 (Search and Seizure), 7:150 (Agency and Law Enforcement Requests), 7:160 (Student Appearance), 7:190 (Student Behavior), 7:330 (Student Use of Buildings - Equal Access)

ADOPTED: August 19, 2003

REVISED: November 17, 2026

Students

Student Use of Buildings - Equal Access

[For high school and unit districts]

For purposes of this Board policy, the District has established a limited open forum for high school students enrolled in the District. Each District high school shall offer an opportunity for student-led noncurriculum related student groups to meet on school premises during noninstructional time. Non-curriculum related student groups are those student groups, clubs, or organizations that do not directly relate to the curriculum. For purposes of this Board policy, a non-school sponsored noncurriculum related student group is a noncurriculum related student group that is student led.

A student group or club is school sponsored if the District approves the student group or club to have a paid adult sponsor to promote, participate, and/or lead its activities. However, assigning a teacher, administrator, or other school employee to supervise a meeting for custodial purposes, allowing groups to promote meetings, and providing access to resources as determined by the District do not constitute sponsorship of the student group or club, nor does it constitute the District's endorsement or agreement with the activity or the speech of the students who participate in the activity.

Extracurricular and co-curricular student groups or clubs that are school sponsored are governed by Board policy 6:190, Extracurricular and Co-Curricular Activities.

Student groups or clubs directed and controlled by non-school persons are governed by Board policy 8:20, Community Use of School Facilities.

Student-led noncurriculum related student groups or clubs that are not school sponsored are granted free use of school premises and/or access to school resources for a meeting or series of meetings under the following conditions:

1. The meeting is held during those non-instructional times identified by the Superintendent or designee for non-curriculum related student groups, clubs, or organizations to meet. *Non-instructional time* means time set aside by the school before actual classroom instruction begins or after actual classroom instruction ends.
2. All non-curriculum related student groups that are not school sponsored receive substantially the same treatment.
3. The student group or club and the meeting are student-initiated, meaning that the request is made by a student, and the group or club is led by a student.
4. Student attendance at the meeting is voluntary.
5. The school and school employees will not promote, lead, participate in, or otherwise sponsor the meeting.
6. School employees are present at religious meetings only in a non-participatory capacity.
7. The meeting and/or any activities engaged in by the student group or club do not materially or substantially interfere with the orderly conduct of educational activities.
8. Non-school persons do not direct, conduct, control, or regularly attend the meetings.

9. The school retains its authority to maintain order and discipline.
10. A school staff member is present in a supervisory capacity.
11. The Superintendent or designee approves the use of school premises and/or access to school resources for a meeting or series of meetings.
12. The school requires neutral content generally limited to club/group name, meeting time(s), and location(s) as well as the approval of the Building Principal or designee for all advertisements, wall postings, or flyers.

The Superintendent or designee shall develop administrative procedures to implement this policy.

LEGAL REF.: 20 U.S.C. §4071 et seq., Equal Access Act.
Bd. of Ed. of Westside Community Sch. Dist. v. Mergens, 496 U.S. 226, (1990).
E.D. by Duell v. Noblesville Sch. Dist., 151 F.4th 907 (7th Cir. 2025).
Gernetzke v. Kenosha Unified Sch. Dist. No. 1, 274 F.3d 464 (7th Cir. 2001), *cert. denied,* 535 U.S. 1017.

CROSS REF.: 6:190 (Extracurricular and Co-Curricular Activities), 4:152 (Community Use of School Facilities), 7:10 (Equal Education Opportunities), 8:25 (Advertising and Distributing Materials in Schools Provided by Non-School Related Entities)

ADOPTED: August 19, 2003

REVISED: November 17, 2026

Community Relations

Accommodating Individuals with Disabilities

Individuals with disabilities shall be provided an opportunity to participate in all school-sponsored services, programs, or activities on an equal basis to those without disabilities and will not be subject to illegal discrimination. Where necessary, the District may provide to persons with disabilities separate or different aids, benefits, or services 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 and recommend necessary modifications to the Board.
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 which 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 Board policy 2:260, Uniform Grievance Procedure.

LEGAL REF.: 42 U.S.C. §§12101 et seq. and 12131 et seq., Americans with Disabilities Act; 28 C.F.R. Part 35.
29 U.S.C. §794, Rehabilitation Act of 1973.
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)

ADOPTED: October 28, 2003

REVISED: November 17, 2026