

**Pana CUSD #8**  
**Modification of School Code 105 ILCS 5/10-20.12(a)**

The Pana CUSD #8 Board of Education seeks a modification of Section 5/10-20.12(a) which would permit the District to charge less than 110% of the per capita tuition charge for non-resident children of full-time employees of Pana CUSD #8. In lieu of per capita tuition the District will claim evidence based funding (EBF) of such students on the state aid claim.

The purpose of the request is to promote increased academic performance. Granting the waiver would enhance student performance by increasing the performance of faculty and staff members. Increased job satisfaction and decreased distractions and time-off task at work would be an advantage of the waiver. This will, in turn, lead to increased productivity of staff members.

Because of the rural setting of the District, it is residentially and geographically challenged and has had to rely on non-resident employees. The most qualified candidates for positions do not live within the boundaries of the district thereby forcing the separation of families of those hired due to residency issues. Granting this request would assist the district in recruiting high quality teachers and staff by improving the appeal of those job positions for non-resident applicants.

With the approval of this waiver, Pana CUSD #8 expects that student performance through enhanced employee job performance would improve.