



TO: The Board of Education

FROM: The Policy Committee (Member Kearney, Member Liebl, Dr. Kelley and Sheryl Marinier)

SUBJECT: Policy Update – PRESS Update 105

DATE: September 22, 2020

PRESS Updates – Issue 105

The Policy Committee reviewed the PRESS recommended policy changes and support the changes as follows;

Policy 2:260 (Uniform Grievance Procedure)

The policy, Legal References, Cross References, and footnotes are updated in response to Title IX regulations and to explicitly direct any sexual harassment complaints involving Title IX to NEW policy 2:265, Title IX Sexual Harassment Grievance Procedure. Other continuous improvement updates are also made to the policy and footnotes.

Policy 2:265 (Title IX Sexual Harassment Response)

This policy is new. The policy is created to facilitate implementation of Title IX regulations, which require districts to take a number of actions to respond to reports of sexual harassment in its education program or activity.

Policy 5:10 (Equal Employment Opportunity and Minority Recruitment)

The policy, Cross References, and footnotes are updated in response to Title IX regulations and to explicitly reference the Title IX Coordinator. Other continuous improvement updates are also made to the policy, Legal References, and footnotes.

Policy 5:20 (Workplace Harassment Prohibited)

The policy, Cross References, and footnotes are updated for the reasons discussed in 2:260, Uniform Grievance Procedure, above. Continuous improvement updates are also made to the Legal References.

Policy 5:100 (Staff Development Program)

The Legal References, Cross References, Administrative Procedure References, and footnotes are updated in response to Title IX regulations and for continuous improvement. The footnote 4 option for boards to list in-services in their policies is updated in response to Title IX training requirements.

Policy 5:220 (Substitute Teachers)

The policy and footnotes are updated in response to 40 ILCS 5/16-118, amended by P.A. 101-645, extending until June 30, 2021, the limit of 120 paid days or 600 paid hours that a TRS annuitant can work as substitute teacher in a school year. Other minor style updates are also made to the footnotes.

Policy 7:10 (Equal Educational Opportunities)

The procedure is updated in response to Ill. State Board of Education non-regulatory guidance, Supporting Transgender, Nonbinary and Gender Nonconforming Students.

Policy 7:20 (Harassment of Students Prohibited)

The policy, Cross References, and footnotes are updated for the reasons discussed in 7:10, Equal Educational Opportunities, above. Continuous improvement updates are also made to the Legal References.

Policy 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment)

The policy, Cross References, and footnotes are updated in response to Title IX regulations and to reference NEW policy 2:265, Title IX Sexual Harassment Grievance Procedure.

Policy 7:185 (Teen Dating Violence Prohibited)

The policy and Cross References are updated to reference NEW policy 2:265, Title IX Sexual Harassment Grievance Procedure. The Cross Reference is also updated to reference policy 2:260, Uniform Grievance Procedure. Footnote 7 is updated for continuous improvement.

The PRESS 105 Update also includes several recommended changes to administrative procedures and exhibits. Administration has reviewed the changes and will update the administrative procedures and exhibits accordingly.

The Policy Committee is recommending that the Board approve the policy changes as recommended during their October 13, 2020 regular meeting.