

Review Policy Changes Suggested by IASB (Discussion/Action)

Listed below are policies with new updates, changes, or information in response to changes in laws, rules, or regulations. The materials for review are included. The superintendent will include her recommendation for the action to be taken in the right-hand column.

- District 26 does not maintain most ISBE Exhibits, or Administrative Procedures and those materials are excluded from this packet. The district maintains a separate Administrative Procedures Manual.
- District Policy Manuals do not contain ISBE footnotes, therefore footnote changes are not included.
- Legal References and citation changes only are automatic, do not require Board approval and are automatically recorded for insertion into the District Policy Manual.

The Policy Committee will discuss and determine a recommendation for the below policies for inclusion into the District 26 Policy Manual.

PRESS PLUS 114

Policy No. & Policy Title	Revision Descriptions	Recommended Action (C-A-D-N) *
2:40, Board Member Qualifications	The policy is updated for continuous improvement. The Cross References and footnotes are updated in response to a five-year review.	C
2:140, Communications To and From the Board	The Policy is unchanged. The footnotes are updated in response to a five-year review cycle.	C
2:140-E, Guidance for Board Member Communications, Including Email Use	The Exhibit is updated in response to a five-year review cycle.	C
2:260, Uniform Grievance Procedure	The policy, Legal References, Cross References, and footnotes are updated in response to 105 ILCS 5/22-95 (final citation pending), added by P.A. 103-472, eff. 8-1-24, requiring a district to have an internal process for the filing of complaints regarding discrimination and harassment based on race, color, and national origin. The policy and footnotes are also updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking, and for continuous improvement. Continuous improvement changes are also made to the Legal References and footnotes. The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> .	C Name Changes

2:265, Title IX Sexual Harassment-Grievance Procedure	RENAMED. The policy title only is changed to delete the term <i>sexual harassment</i> in anticipation of Title IX rulemaking.	C
2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited	NEW: The policy is created in response to 105 ILCS 5/22-95 (final citation pending) added by P.A. 103-42, eff. 8-1-24, requiring a district to have procedures for responding to complaints of discrimination and harassment based on race, color, and national origin, and retaliation.	C
4:20, Fund Balances	The policy is unchanged. The footnotes are updated in response to a five-year review.	C
4:110 Transportation	Review and Monitoring, Unchanged	C
4:190, Targeted School Violence Prevention Program	The policy and footnotes are updated in response to <i>Threat Assessment in Virginia Public Schools: Model Policies, Procedures, and Guidelines</i> , Fifth Edition (July 2023), Virginia Center for School and Campus Safety, Virginia Dept. of Criminal Justice Services, at: www.dcjs.virginia.gov/sites/dcjs.virginia.gov/files/k-12_threat_assessment_management_mppg_mpd.pdf .	C
5:10, Equal Employment Opportunity and Minority Recruitment	<p>REFORMATTED. The policy, Legal References, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, above. The Legal References and footnotes are also updated in response to:</p> <p>Pregnant Worker Fairness Act, 42 U.S.C. §2000gg et seq., added by Pub.L. 117-328, the Fair Labor Standards Act; Fair Labor Standards Act (FLSA), 29 U.S.C. §218d, added by Pub.L. 117-328, requiring employers to provide reasonable break time for nursing employees to express breast milk; and Continuous improvement.</p> <p>The footnotes are further updated in response to the Gender Violence Act, 740 ILCS 82/11, added by P.A. 103-202, imposing liability on employers for gender-related violence in the workplace under limited circumstances, and <i>Groff v. DeJoy</i>, 600 U.S. 447 (2023), a U.S. Supreme Court case addressing an employer’s obligation to reasonably accommodate an employee’s religious practices.</p> <p>The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the</i></p>	C Change Names

	<i>Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	
5:20, Workplace Harassment Prohibited	The policy, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , above, and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking. The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking. The footnotes are updated for continuous improvement.	C
5:100 Staff Development Program	<p>REFORMATTED. The policy, Legal References, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, above. The Legal References and footnotes are also updated in response to:</p> <p>Pregnant Worker Fairness Act, 42 U.S.C. §2000gg <u>et seq.</u>, added by Pub.L. 117-328, the Fair Labor Standards Act; Fair Labor Standards Act (FLSA), 29 U.S.C. §218d, added by Pub.L. 117-328, requiring employers to provide reasonable break time for nursing employees to express breast milk; and Continuous improvement.</p> <p>The footnotes are further updated in response to the Gender Violence Act, 740 ILCS 82/11, added by P.A. 103-202, imposing liability on employers for gender-related violence in the workplace under limited circumstances, and <u>Grof f v. DeJoy</u>, 600 U.S. 447 (2023), a U.S. Supreme Court case addressing an employer’s obligation to reasonably accommodate an employee’s religious practices.</p> <p>The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, and to incorporate the title change to 2:265,</p>	<p>Question to Answer #1</p> <p><input checked="" type="checkbox"/> No (default)</p> <p><input type="checkbox"/> Yes</p> <p>C</p>

	<i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	
5:35 Compliance with the Fair Labor Standards Act	Review and Monitoring. Unchanged.	C
5:40 Communicable and Chronic Infectious Disease	Review and Monitoring. Unchanged.	C
5:300, Schedules and Employment Year	The Legal References, Cross References, and footnotes are updated. The References and footnotes are updated for the reason stated in 5:10-AP, <i>Workplace Accommodations for Nursing Mothers</i> , above. Other continuous improvement up- dates are made to the footnotes. 5:10, <i>Equal Employment Opportunity and Minority Recruitment</i> , is added to the Cross References.	C
6:40 Curriculum Development	Review and Monitoring. Unchanged.	C
7:10, Equal Educational Opportunities	The policy, Legal References, Cross References, and footnotes are updated. The policy and footnotes are updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> . The Legal References and footnotes are also updated for continuous improvement, and the footnotes are further updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> . The Cross References are updated to include new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , and to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i> , in anticipation of Title IX rulemaking.	C
7:20, Harassment of Students Prohibited	The policy, Legal References, Cross References, and footnotes are updated. The policy is updated for the reason stated in 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i> , above, and in response to: 105 ILCS 5/27-23.7, amended by P.A. 103-47, adding protected categories to the prohibition on bullying; and Title change to 2:265, <i>Title IX Sexual</i>	C Change Names

	<p>Harassment <i>Grievance Procedure</i>, in anticipation of Title IX rulemaking. The Legal References are updated for continuous improvement. The footnotes are up- dated for the same reasons as the policy, to incorporate the title changes to 2:265-E, <i>Title IX Sexual Harassment Glossary of Terms</i>, 2:265-AP1, <i>Title IX Sexual Harassment Response</i>, and 2:265-AP2, <i>Formal Title IX Sexual Harassment Complaint Grievance Process</i>, in anticipation of Title IX rulemaking, and for continuous improvement. New policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>, is added to the Cross References.</p>	
7:180, Prevention of and Response to Bullying, Intimidation, and Harassment	<p>The policy and footnotes are updated in response to 105 ILCS 5/27-23.7, amended by P.A. 103-47, to include additional bases for bullying, require data collection by districts, and require notification within 24 hours to the parents/guardians of students involved in bullying incidents; and</p> <p>New policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>.</p> <p>The Cross References are updated to incorporate the title change to 2:265, <i>Title IX Sexual Harassment Grievance Procedure</i>, in anticipation of Title IX rulemaking, and new policy 2:270, <i>Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited</i>.</p>	<p>C Change Names</p>

C = Place on Consent Agenda as is

A= Add Optional Language (indicate recommendation)

D = currently not in the Policy Manual and Do Not Include (requires NO Board consideration or action)

N = New Policy (requires Readings and Board Action)

Board Future Topics: at the April 16, 2024 Board Meeting the Board would like the committee to review and consider changing the format of Board Reorganization of committees and executive board to occur during election years.

Policy 2:20 Powers and Duties of the Board of Education; Indemnification

Policy 2:150 Committees