



UNITED TOWNSHIP

HIGH SCHOOL DISTRICT 30

To: Board of Education
From: Dr. Jay Morrow, Superintendent
Date: November 5, 2025
RE: PRESS Plus Issue 120 - Board Policy – Draft Updates

PRESS Plus Issue 120 has identified the following Board Policies for changes as noted. These policies are presented under the Consent Calendar, recommended as **“Adopt as Presented.”** If you would like to discuss these policies for other potential changes, please let me know prior to the meeting or before voting.

The current board policy manual is available for reference [here](#) or at this link: <https://5il.co/3rytg>.

Draft Updates

BP 2:120	Board Member Development	The policy and footnotes are updated for continuous improvement. The footnotes are also updated in response to 105 ILCS 5/24-16.5, amended by P.A. 104-20, making student growth an optional, rather than required, component of teacher evaluations.
BP 2:270	Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited	The policy is updated for continuous improvement. Legal References are updated in response to P.A. 103-605, finalizing the citation to the <i>Racism Free Schools Law</i> , 105 ILCS 5/22-95.
BP 5:10	Equal Employment Opportunity and Minority Recruitment	The policy and Legal References are updated in response to the Victims' Economic Security and Safety Act, 820 ILCS 180/33, added by P.A. 104-171, eff. 1-1-26, prohibiting workplace discrimination and retaliation based on an employee's use of employer-issued equipment to record domestic violence, sexual violence, gender violence, or any other crime of violence committed against the employee or a family or household member of the employee.
BP 5:90	Abused and Neglected Child Reporting	The policy and Cross References are updated in response to ANCRA, 325 ILCS 5/4.5, amended by P.A. 104-245, eff. 1-1-26, changing the term <i>child pornography</i> to <i>child sexual abuse material</i> , and to clarify the definition of <i>electronic and information technology equipment</i> from 325 ILCS 5/4.5(a). The Cross References are updated due to the renaming of 7:150, <i>Agency and Law Enforcement Requests Police Interviews</i> .
BP 5:100	Staff Development Program	The policy is updated in response to: 1. 105 ILCS 5/27-240, added by P.A. 104-391, replacing the citation to 105 ILCS 110/3.10, repealed by P.A. 104-391; and 2. 105 ILCS 5/27-115, renumbered by P.A. 104-391.
BP 5:190	Teacher Qualifications	The policy is unchanged. The Legal References are updated in response to 105 ILCS 5/21B-120, added by P.A. 104-111, eff. 1-1-26, establishing a short-term approval credential for teachers in accordance with rules developed by ISBE.



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BP 5:200	Terms and Conditions of Employment and Dismissal	The policy is updated in response to NMWA, 820 ILCS 260/10, amended by P.A. 104-76, eff. 1-1-26, requiring that an employee be compensated during a break to express breast milk.
BP 5:220	Substitute Teachers	The Legal References are updated. The Legal References are updated in response to 105 ILCS 128/22, added by P.A. 104-198, eff. 1-1-26, requiring districts to provide all substitute personnel with: (1) training on school evacuation drills and law enforcement lockdown drills, and (2) support that includes, at a minimum, the information packet given to employees with district-approved materials outlining evacuation and lockdown procedures. Maps indicating all school exits must also be prominently displayed in every classroom.
BP 5:280	Duties and Qualifications	The policy is updated for continuous improvement.
BP 5:300	Schedules and Employment Year	The policy is updated for the reason stated in 5:200, <i>Terms and Conditions of Employment and Dismissal</i> , above.
BP 6:20	School Year Calendar and Day	<p>The policy, Legal References, and footnotes are updated in response to:</p> <ol style="list-style-type: none">1. 105 ILCS 5/24-2(c), amended by P.A. 104-391, making commemorative holidays optional to observe and moving the last Friday in April (Arbor and Bird Day), October 9 (Leif Erikson Day), and the day immediately after Thanksgiving (Native American Heritage Day) to commemorative holidays;2. 105 ILCS 5/27-20, repealed by P.A. 104-391, removing American Indian Day.3. 105 ILCS 5/27-20.2, repealed by P.A. 104-391, removing Just Say No Day.