

# New Press Plus Issue #107/June 2021 for 7/23/21 Policy Committee

LINCOLNWOOD SCHOOL DISTRICT 74 \ SECTION 2 - Board of Education \

## Document Status: Draft Update

### Board of Education

#### 2:240 Board Policy Development

Board governance requires written policies. Written policies ensure legal compliance, establish board processes, articulate District ends, delegate authority, and define operating limits. Board policies also provide the process for monitoring progress toward District ends.

##### Policy Development

A Board Policy Committee will consider all policy suggestions, and provide information and recommendations to the Board.

Anyone may propose new policies, changes to existing policies, or elimination of existing policies. Staff suggestions should be processed through the Superintendent. Suggestions from all others may be made to the Board President or the Superintendent. Suggestions from members of the Board of Education may be first introduced to the policy committee or at a meeting of the Board of Education.

The Superintendent is also responsible for: (1) providing relevant policy information and data to the Board, (2) notifying those who will be affected by a proposed policy and obtaining their advice and suggestions, and (3) if requested by the Board, having policy recommendations drafted into written form for Board deliberation. The Superintendent shall seek the counsel of the school attorney when appropriate.

##### Policy Adoption and Dissemination

Policies or policy revisions will not be adopted at the Board meeting at which they are first introduced, except appropriate for a consent agenda because no Board discussion is required, or to meet emergency conditions or special events. Further Board consideration **will may** be given at a subsequent meeting(s) and after opportunity for community input.

This is the procedure:

**1st Reading on the Board of Education Agenda** – a policy is brought forward from the Policy Committee as a new policy or an existing policy with changes. At this time, the policy is a discussion item and will be brought forward at the next month's Board of Education meeting. Between the 1st Reading and 2nd Reading, there is time for Board members and/or community members to ask questions.

**2nd Reading/Adoption on the Board of Education Agenda (the next month)** – a policy brought forward from the Policy Committee for a 2nd Reading is now a Discussion/Adoption item which means the policy will be discussed if necessary and then will have a motion to adopt.

**Minor housekeeping changes on Policies per IASB recommendations** – on Consent Agenda only of the Board of Education meeting.

The Board of Education policies are available for public inspection in the administrative office during regular office hours. Copy requests should be made under the District's Access to Public Records Policy.

##### Board Policy Review and Evaluation

The Board of Education will monitor its policies and consider whether any modifications are required.

##### Words Importing Gender [PRESSPlus1](#)

Throughout this policy manual, words importing the masculine and/or feminine gender include all gender neutral/inclusive pronouns.

##### Superintendent Implementation

The Board will support any reasonable interpretation of Board of Education policy made by the Superintendent. If reasonable minds differ, the Board will review policy and consider the need for further clarification.

In the absence of Board of Education policy, the Superintendent is authorized to take appropriate action.

##### Suspension of Policies

The Board, by a majority vote of members present at any meeting, may temporarily suspend a Board policy not established by law or contract. The failure to suspend with a specific motion does not invalidate the Board action.

LEGAL REF.:

[105 ILCS 5/10-20.5.](#)

CROSS REF.: 2:150 (Committees), 3:40 (Superintendent), 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

ADOPTED: January 12, 2016

REVISED:

REVIEWED: August 1, 2019

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### **PRESSPlus Comments**

PRESSPlus 1. Optional. Updated in response to subscriber feedback and evolving diversity, equity, and inclusion work at IASB. Consult the board attorney to determine whether inclusion of a subhead related to gender neutral/inclusive pronouns is appropriate for the district. This subhead's text mirrors language from the Ill. Statute on Statutes importing words applying the masculine gender to include the female gender. See 5 ILCS 70/1.04.

For students, State law prohibits gender-based discrimination, including transgender and gender non-conforming students. 775 ILCS 5/5-101(A)(11); 775 ILCS 5/1-103(O-1); and 23 Ill.Admin.Code §1.240. Title IX of the Education Amendments of 1972 (20 U.S.C. §1681) also prohibits exclusion and discrimination on the basis of sex. 20 U.S.C. §1681(a). See also policy 7:10, *Equal Educational Opportunities*.

For employees, the Equal Employment Opportunities Act (a/k/a Title VII of the Civil Rights Act of 1964) prohibits discrimination because of an individual's sex, which includes sexual orientation and/or transgender status. See 42 U.S.C. §2000e et seq., amended by The Lilly Ledbetter Fair Pay Act of 2009, Pub.L. 111-2; [Bostock v. Clayton Cnty.](#), 140 S.Ct. 1731 (2020); and [Hively v. Ivy Tech](#), 853 F.3d 339 (7th Cir. 2017). See also policy 5:10, *Equal Employment Opportunity and Minority Recruitment. Issue 107, June 2021*