

**HARLEM SCHOOL DISTRICT
POLICY COMMITTEE CHART**

JANUARY 8, 2025

4:30 P.M. (COTW)

Harlem Administration Center

Board Room

Policy Number	Title	Detail	Assignee	Meeting Notes
		Policies brought by Administration		
6.190	<u>Extracurricular and Co-Curricular Activities</u>	Aligning policy to Target Policy for criteria	Terrell	
6.190-AP	<u>Administrative Procedure - Academic Eligibility for Participation in Extracurricular Activities</u>	Aligning Administrative Procedure to 6:190 updates and with Target Policy for criteria	Terrell	
5.90-AP-2	Parent/Guardian Notification of Sexual Misconduct	NEW – From 6/20/23 Policy This was held over for consult with attorney. This procedure created in response to requiring districts to develop procedures to notify parents/guardians of a student with whom a district employee, agent or contractor is alleged to have engaged in sexual misconduct. 6-20-23 Policy minutes note Shelley <i>will hold this because this policy requires the District to notify the child first at any age that person who was alleged for special misconduct had an outcome. She wants to talk to the attorney about this policy. As she doesn't believe a younger child should be informed. Bringing back for customized recommended Policy.</i>	Shelley	

PRESS MEMO 117 (OCTOBER 2024)

8:10	Connection with the Community	Policy and footnotes are updated in response to the U.S. Supreme Court case <i>Lindke v. Freed</i> , addressing government official speech on social media, and for continuous improvement	Jason	
2:105	Ethics and Gift Ban	Footnote 3 has optional language and policy and footnotes updated for improvement	Terrell	
2:110	Qualifications, Term, and Duties of Board Officers	Policy and footnotes are updated adding and permitting Cook County school districts that withdraw from jurisdiction of the trustees of schools and township treasurer to appoint township treasurer as its school treasurer or to enter into an agreement with an appointed school treasurer for services	Terrell	
2:120	Board Member Development	Policy and footnotes updated in response to 105 ILCS5/10-16a, effect. 6-1-25, adding training on improving student outcomes to mandatory professional development and leadership training for school board members	Terrell	
2:140	Communications To and From the Board	Policy unchanged, footnotes are updated to reference discussion of the U.S. Supreme Court case <i>Lindke v. Freed</i> , in sample policy 8:10, <i>Connection with the Community</i>	Terrell	
7:160	Student Appearance	Policy unchanged. Footnotes are updated in response to ISBE's Guidance on Display of Graduation Attire and Inclusion of Culturally Appropriate Regalia. Optional language in Footnote 2 is updated to align with changes made to Optional language in footnote 10 of 7:165, <i>School Uniforms</i>	Terrell	
7:165 No Current	School Uniforms	Policy unchanged. Footnotes are updated with optional language in footnote 10 to align with changes made to optional language in footnote 2 of 7:160, <i>Student Appearance</i> – Note: <i>We may need to adopt this policy modified by stating we do not have school uniforms but students that participate in athletics are not prohibited from modifying a sports uniform to be</i>	Terrell	

		<i>more modest in accordance with their religion or cultural values or preferences</i>		
7:190-AP-1	Student Handbook – Hazing Prohibited	Procedure I updated in response to providing that consent to hazing is not a defense to prosecution for hazing.	Terrell	
7:190-AP-7	Student Discipline Guidelines	REFORMATTED. The procedure and footnotes are updated in response to requiring districts to make reasonable efforts to provide ongoing professional development to all school personnel, school board members and school resource officers on various topics, now including trauma-responsive learning environments	Terrell	
7:190-AP-8	Student Re-Engagement Guidelines	REFORMATTED. Procedure is updated in response to requiring districts to provide appropriate and available support services to students who are suspended out-of-school for 4 or more school days	Terrell	
7:200	Suspension Procedures	REFORMATTED. Policy and footnotes are updated for the reasons set forth in 7:190-AP-3, <i>Student Re-Engagement Guidelines</i>	Terrell	
7:200-E-2	Long Term Out-of-School Suspension (4-10 Day) Reporting Form	Exhibit is updated for the reasons set forth in 7:190-AP-8, <i>Student Re-Engagement Guidelines</i>	Terrell	
4:10	Fiscal and Business Management	Policy unchanged. Footnotes are updated in response to 105 ILCS 5/17-2A, extending the time period during which a district may transfer money from specified funds for any purpose through 6-30-26	Josh	
4:30	Revenue and Investments	Policy and footnotes are updated in response to Public Funds Investment Act, which extends the maturity timeframe for investments in obligations of U.S. Corporations with assets exceeding \$500M from 3 years to 10 years, provided certain conditions are met; PFIA requiring a public agency to consider the financial institution’s record or current level of financial commitment to its local community when deciding whether to deposit public funds in that financial institute; PFIA, addressing requirements	Josh	

		<p>related to deposits in financial institutions subject to the federal Community Reinvestment Act of 1977; and continuous improvement</p> <p>Footnotes are updated also in response to adding certain authorized investments and requiring investment managers to make certain disclosures about sustainability factors before being awarded a contract</p>		
4:40	Incurring Debt	Policy unchanged. Footnotes are updated exempting from a district's statutory debt limitation certain bond indebtedness for bonds authorized by an election held on or after 11/5-24	Josh	
4:60	Purchases and Contracts	Policy, legal references and footnotes are updated in response to renumbering the citation to 105 ILCS5/10-20.86 and other improvement changes	Josh	
4:150	Facility Management and Building	Policy, Legal references, and footnotes are updated to increase the threshold amount for board approval of renovations or permanent alterations to buildings or grounds to \$17,500 in alignment with the \$35,000 bidding threshold under 105 ILCS5/10-20.21. Legal references are updated with a style change, footnotes are updated in response to permitting schools to designate any multi-occupancy restrooms as all-gender providing certain specifications are met; no longer requiring a referendum for the purchase, construction, or building of a building for classroom or instructional use, if prior to the building or purchase, the board adopts a resolution finding the building or purchase will result in an increase in pre-K or kindergarten space in the District and other improvements	Josh	
4:160	Environmental Quality of Buildings and Grounds	Policy is unchanged. Footnotes are updated in response to requiring ISBE, in consultation with the Ill. Dept. of Public Health and other stakeholders, to compile and web post resources on indoor air quality for schools, and for continuous improvement	Josh	

5:10	Equal Employment Opportunity and Minority Recruitment	Policy, legal references and footnotes are updated. Policy and footnotes are updated in response to: Illinois Human Rights Act, prohibiting discrimination on the basis of an employee's reproductive health decisions; and prohibiting discrimination on the basis of an employee's family responsibilities; Legal references are updated in response to adding implementing regulations for the Pregnant Workers Fairness Act and also in response to IHRA, prohibiting employers from using artificial intelligence in a manner the subjects employees to unlawful discrimination; 740 ILS 174, Ill. Whistleblower Act, protecting employees from retaliation on the basis or disclosure of certain information to a government or law enforcement agency and other improvements	Shelley	
5:20	Workplace Harassment Prohibited	Policy and footnotes are updated in response to IHRA, prohibiting discrimination on the basis of any employee's reproductive health decisions; IHRA, prohibiting discrimination on the basis of an employee's family responsibilities, and 2024 Title IX regulations. Footnotes are also updated in response to EEOC, Enforcement Guidance on Harassment in the Work place, and for continuous improvement	Shelley	
5:30	Hiring Process and Criteria	Policy unchanged. Legal references are updated in response to a minor style change and footnotes are updated, eff. 1-1-25 restricting employers from imposing work authorization verification or re-verification requirements greater than what is required by federal law	Shelley	
5:30-AP-2	Investigations	Procedure is updated for reasons stated in 5:30 above	Shelley	
5:35	Compliance with the Fair Labor Standards Act	Policy is unchanged. Legal references and footnotes are updated in response revising the salary threshold for exempt employees	Shelley	
5:35-AP-1	Fair Labor Standards Act Exemptions	Procedure is updated in response revising the salary threshold for exempt employees,	Shelley	
5:90	Abused and Neglected Child Reporting	Policy and footnote 4 are updated in response removing the requirement for mandated reporters to confirm their oral reports in writing to DCFS	Shelley	

5:120	Employee Ethics; Code of Professional Conduct; and Conflict of Interest	Policy and footnotes are updated, changing the term guidance counselor to school counselor, and permitting school counselors to accept payment from an institution of higher education for the travel, lodging, food, and beverage costs for guidance counselor incurs for attending an educational or military program at the institution of higher education	Shelley	
5:125	Personal Technology and Social Media; Usage and Conduct	Policy and footnotes are updated for continuous improvement and in response to updated footnote in 8:10	Shelley	
5:150	Personnel Records	Policy is unchanged. Footnote 2 is updated in response to the Illinois Personnel Record Review Act, granting employees the ability to inspect, copy and receive copies of personnel records at least two times per calendar year.	Shelley	
5:150-AP	Personnel Records	Procedure and footnotes are updated for the reasons stated in 5:150, eff. 1-1-25, adding a definition of pay sub	Shelley	
5:150-E No Current	Employee Request Form for Personnel Records	NEW. Exhibit is created in response to the PRRA, 820 ILCS 40/2, eff. 1-1-25, permitting employees to make written requests to inspect, copy and receive copies of certain personnel file contents at least two times per calendar year	Shelley	
5:230	Maintaining Student Discipline	Policy, legal references and footnotes are updated in response eff. 1-1-25, defining corporal punishment and prohibiting its use in all circumstances. Deletes references to certificated employees and only references licensed employees	Shelley	
7:100	Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students	Policy, legal references and footnotes are updated eff. 1-1-25 removing the requirement for districts to provide informational materials on meningococcal disease and meningococcal vaccinations. Legal references are updated renaming the Part to Control Of Notifiable Diseases and Conditions Code.	Heidi	
7:190-E-2	Student Handbook Checklist	Exhibit is updated in response to Final regulations implementing Title IX; Illinois Dept. of Public Health Powers and Duties	Heidi	

		Law, deleting the requirement for districts to distribute informational material on meningococcal disease and meningococcal vaccinations and updates made to the Ill. Principals Association's Model Student Handbook		
7:190-AP-4	Use of Isolated Time-Out, Time-Out, and Physical Restraint	Procedure is updated in response to prohibiting the use of prone physical restraint	Heidi	
3:60-E	Event Reporting and Notice Requirements for Building Principals Concerning School Safety and Security	Exhibit is updated requiring the Superintendent or designee to report firearm and drug-related incidents on school grounds to ISBE no later than July 31 annually and other improvement updates are made	Micki	
4:170	Safety	Policy and Footnote 9 are updated in response to 105 ILCS 5/10-20.97, requiring at least one automated external defibrillator (AED) to be present at all attendance centers during the school day. Footnotes are updated in response to requiring districts to annually review procedures regarding its cardiac emergency response plan; requiring ISBE to create a reporting mechanism for annual school safety review compliance reports; requiring district threat assessment teams to include at least one law enforcement official and cross-disciplinary representatives directly familiar with student and staff mental and behavioral health needs; and requiring ISBE to draft and public guidance for school bus safety procedures by 7-1-25	Micki	
4:170-AP-1	Comprehensive Safety and Security Plan	Procedure is updated in response to 105 ILCS 128/25 requiring districts to annually review procedures regarding its cardiac emergency response plan; 105 ILCS 128/45, requiring district threat assessment teams to include at least one law enforcement official and cross-disciplinary representatives directly familiar with student and staff mental and behavioral	Micki	

		health needs; 105 ILCS 128/60, setting forth cardiac emergency response plan requirements; 105 ILCS 5/10-27.1A and 5/10-27.1B, requiring the Supt. or designee to report firearm and drug-related incidents on school grounds to ISBE no later than July 31 annually; and other improvements		
4:190	Targeted School Violence Prevention Program	Policy unchanged. Footnotes are updated in response to requiring district threat assessment teams to include at least one law enforcement official and cross-disciplinary representatives directly familiar with student and staff mental and behavioral health needs	Micki	
4:190-AP-2	Threat Assessment Team (TAT)	Procedure is updated for the reasons stated in 4:190 above	Micki	
6:20	School Year Calendar and Day	Policy is unchanged. Footnotes are updated, modifying certain requirements related to the approval and renewal of district e-learning programs	Micki	
6:20-AP	Remote and/or Blended Remote Learning Day Plan(s)	Procedure is updated for the reasons stated in 6:20 above	Micki	
6:60	Curriculum Content	Policy, legal references and footnotes are updated to either implement or opt-out of (1) career exploration and development activities in grades 6-12 in accordance with a State framework and (2) College and Career Pathway Endorsements; also updated adding worker safety in highway construction and maintenance zones to the topics that must be covered in a driver education course; Comprehensive Health Education Program (CHEP), expanding mandated instruction on the dangers of fentanyl to grades 6-12, and requiring instruction on climate change beginning in the 2026-2027 school year. Footnotes are also updated renumbering the citation and allowing high schools to designate and annually observe a Workplace Readiness Week	Micki	

6:60-AP-1	Comprehensive Health Education Program	Procedure is updated in response to expanding mandated instruction on the dangers of fentanyl to grades 6-12; requiring instruction on alcohol and drug use and abuse to be age- and developmentally appropriate, and allowing such instruction to include information from the Substance Use and Recovery Substance Guide, available on ISBE's website	Micki	
6:65	Student Social and Emotional Development	Policy is unchanged. Footnote 6 is updated in response to permitting districts to provide students with at least 10 minutes per week of relaxation activities.	Micki	
6:135	Accelerated Placement Program	Policy and footnotes are updated in response to defining advanced academic program; permitting a district's accelerated placement policy to include or incorporate procedures to promote equity; to only require automatic enrollment into the next most rigorous level of advanced coursework for a student who exceeds State standards; requiring that by no later than the beginning of the 2027-28 school year, districts require automatic enrollment into the next most rigorous level of advance coursework to a student who meets State standards, permitting a district's accelerated placement policy to allow for the waiver of a course or unit of instruction completion requirement; and requiring a district's accelerated placement policy to include a process for notifying parents/guardians in writing of a student's eligibility for enrollment in accelerated courses.	Micki	
6:135-AP	Accelerated Placement Program Procedures	Procedure is updated in response to permitting a district's accelerated placement policy to include or incorporate procedures to promote equity; to only require automatic enrollment into the next most rigorous level of advanced coursework for a student who exceeds State standards; requiring that by no later than the beginning of the 2027-28 school year, districts require automatic enrollment	Micki	

		into the next most rigorous level of advanced coursework to a student who meets State standards		
6:270	Guidance and Counseling Program	Policy and footnotes are updated in response to clarifying and expanding the list of what services may be included within school counseling, and for continuous improvement	Micki	
6:340	Student Testing and Assessment Program	Policy is unchanged. Footnotes are updated in response to requiring that student profile information collected by ISBE when assessing secondary schools be made available to Illinois public institutions of higher education; incorporating the definition of advanced academic program	Micki	
7:340-AP-1	School Student Records	Procedure is updated in response to the Abused and Neglected Child Reporting Act, requiring schools to purge a Child Protective Service Unit's final finding report in accordance with the Ill. School Student Records Act	Micki	